

## Ingersoll Support Services Inc.

### Policy: Personal Rights

**Policy # QAM 3**

Section: Quality Assurance

Approved by the Board of Directors: Sept. 22 2011

Procedure Revision:

Ministry requirement –

Review Date: November 19 2018

**QAM General II**

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*ISSI recognizes that the people we support have the same essential human rights and rights of citizenship that are shared by all members of our community. These rights are not based on the notion of disability, nor agency rights statements but are inherent in universal human rights for all citizens.*

### Procedure:

1. Notwithstanding, ISSI recognizes the inclusive rights in the Universal Declaration of Human Rights (abridged), as originally adopted by the UN General Assembly on 10 December 1948:

- All human beings are born free and equal in dignity and rights, and that everyone is entitled to all of these rights, including the right to life, liberty and security of person; the right to recognition everywhere as a person before the law; equal before the law and entitled to equal protection against any discrimination, arbitrary arrest or detention.
- These rights are in recognition of the inherent dignity of each person and of the equal and inalienable rights of all members of the human family. Each person should have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected.
- Everyone has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property. Everyone has the right to work, the right to equal pay for equal work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing, and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. Everyone has the right of equal access to public service in his country. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

- Everyone has the right to education. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms.
- Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- Everyone has duties to the community in which alone the free and full development of his personality is possible.

2. In addition, there are eight guiding principles that underlie the Convention on the Rights of Persons with Disabilities, of the United Nations (May 3, 2008):

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
- Equality of opportunity
- Accessibility
- Equality between men and women
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities

3. Further, the agency will actively promote the education, dissemination, and exercise of each person's rights, in the form of an ISSI statement of rights --  
When receiving support from the agency people have the right:

- To be treated in a kind, polite and respectful way
- To be free from any kind of abuse, oppression or control
- To be free from coercion or subservience to agency or staff purposes
- To be free to go where they want and live where they want
- To own and use their own things
- To have their privacy respected
- To have and enjoy their own home
- To contact their family and friends whenever they want to
- To receive and spend their own money as they would choose
- To have support based on what they need and want
- To have a support plan that lists what is important to them
- To have staff that know what is important to them
- To safely refuse provision of service and support
- To have full access to personal records and decide who can see them

- To tell the agency when they are not happy with the support they are receiving
- To let staff know when they want changes in their support
- To not feel afraid to talk to any staff
- To appeal agency decisions
- To receive due process through personal advocacy to examine rights restriction or compromise
- To have support and advocacy to exercise their rights