



COLLABORATION REGARDING RESTRICTIVE MEASURES

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Collaboration

- Team members working towards a common goal
 - Define the common goal
 - Determine steps to meet the common goal

Team Member Roles

- Role of the individual – to be fully part of the process to the extent they are able and willing.
- Role of other team members - to balance the wants of the person with the needs for safety.

Use of Restrictive Measures

- Risk of Harm – direct and serious risk of physical harm to the person or someone else. The person must be causing or very likely to begin causing physical harm. They must also be capable of causing physical harm to themselves or others.
- Risk of legal sanction – risk of eviction, arrest or incarceration

Team Discussion for Potential Restrictive Measures:

- What is the specific behavior that the implementation of the restrictive measure will prevent, eliminate or minimize?
- How does this behavior pose a risk of harm to self or others / result in legal sanction? Why do you think this (your evidence)?
- How does the restriction minimize the imminent risk of harm posed by the behavior?

Team Discussion for Potential Human Rights Restrictions:

- Is there sufficient evidence to support the need for the restrictive measure and that the restriction will be effective?
- What risks does the implementation of the restrictive measure pose for the individual, the staff / family implementing and the community?
- How will staff or other's implement the human rights restriction?

Team Discussion for Potential Human Rights Restrictions:

- How will the rights restriction be eliminated/faded? What skills does the individual need to develop to minimize the need for the human rights restriction?
- Is there another way to get the same result without restricting the individuals rights?
- If the restriction is implemented, how will we as a team review the ongoing need for the restriction? What goals will need to be met for team to agree to discontinue?

Risks of Human Rights Restrictions

- Create a power struggle between individuals served and those serving.
- Temporary fix to a longer term problem – problem goes unresolved.
- Supposed to be temporary – turns into the long term solution.

Risks of Human Rights Restrictions

- Loss of independence / autonomy
- Abuse / neglect issues
- Impact on the relationship between individual and his service team, caregivers – partnership vs. authoritarian
- Doesn't work...we end up with more challenging behaviors!

Risk Matrix – Modified from CPI

Severity of Harm					
Catastrophic	Medium	High	Extreme	Extreme	Extreme
Major	Medium	High	High	Extreme	Extreme
Moderate	Low	Medium	High	High	Extreme
Minor	Low	Medium	Medium	High	High
Negligible	Low	Low	Low	Medium	Medium
	Rare	Unlikely	Possible	Likely	Certain
	Likelihood of Behavior				

What can we do when we don't agree as a team?

- Return to the table – Look at the situation from the other team member's viewpoint
- Request support from outside sources – HRC, TA with DODD, etc.
- If Guardian involved, team can involve the courts to provide direction and support

Further Questions?

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