

---

## MISSION, STATEMENT OF RIGHTS AND SERVICE PRINCIPLES FOR ALL EMPLOYEES AND VOLUNTEERS OF EAFWR

---

### **Purpose:**

Quality Assurance Measures (QAM), as part of the Service and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008. Act, are developed for the purpose of ensuring that those we support have both security and a meaningful and satisfying life as defined by themselves and their involved family and friends as appropriate.

The following information will be shared whenever any employee or volunteer first begins service through Extend-A-Family and will be reviewed every year thereafter. It will also be posted on the EAFWR website at [www.eafwr.on.ca](http://www.eafwr.on.ca).

### **1. Our Mission:**

Community, dignity, belonging

### **2. Service Principles:**

Our service principles promote individualized approaches to supporting people with disabilities through social inclusion and respecting individual choice, respect for diversity and independence.

#### i. Individual Focus

The individual will be the focus in the planning, development and delivery of services and support. Each person has the basic human right and freedom to have his/her abilities, interests and needs used as the basis for planning, development and delivery of support and services for work, play and worship in his/her community or neighbourhood.

#### ii. Individual Planning and Support

Personal support plans (also known as individual support plans) must be prepared in such a way as to be supportive of the individual concerned having opportunities to live a meaningful and satisfying lifestyle and to interact as an equal in his/her community with opportunities for personal growth through education and training.

#### iii. Self-Determination and Control

Every individual has the right to be as fully in control of his/her life as possible. To the degree that individuals have ability to choose between alternatives, they are considered responsible for their choices and actions.

#### iv. Individual Autonomy and Rights

Extend-A-Family will encourage and support appropriate autonomy for those they serve to create an environment where they are able to exercise their rights and independence responsibly and adaptively.

### 3. Statement of Rights and Responsibilities:

It is the responsibility of the staff of Extend-A-Family to ensure that all adults who are served are aware of their citizenship rights as well as Extend-A-Family's commitment to support them in a manner that is respectful and honours their citizenship rights. The following Rights and Responsibilities for Person Served by Extend-A-Family are reviewed with all adult participants, employees and volunteers annually.

- You are a citizen
  - All citizens have rights and responsibilities
1. You have the right to be safe at home, at work, and in your community.
  2. You have the right to choose the relationships you have in your life.
  3. You have the right to to vote (if you meet residency requirements).
  4. You have the right to choose, to practice any religion or no religion.
  5. You have the right to privacy with your mail and other personal matters.
  6. You have the right to say "NO" to anything that does not feel right to you.
  7. You have the right to decide the important things that will happen in your life.
  8. You have the right to be respected for who you are and what you do.
  9. You have the right to grow, learn and try new things.
  10. You have the right to stand up for your rights and the rights of others.
  11. You have the right to take risks once you are informed of the consequences.
  12. You have the right to volunteer, work and be involved in your community.
  13. You have the right to be paid fairly for your work when employed.
  14. You have the right to be proud of who you are.

### 4. Knowing your Rights and Responsibilities:

- Recognition and acceptance of your status as colleagues in the provision of service.
- A clearly defined working relationship with EAFWR.
- Disclosure of all information relevant to the care of the individual.
- Participate in decision making and planning.
- Continuity and maintenance of your own family.
- Supervision and support from EAFWR.
- Training and learning opportunities.
- State complaints and grievances against EAFWR practices or procedures in regard to the individual or the services they receive.

I have read, understood and had the opportunity to ask questions about the above information.

Your Name (Please Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Signature of Extend-A-Family Coordinator: \_\_\_\_\_

Date: \_\_\_\_\_ Annual Review Date: \_\_\_\_\_