



TITLE: POSITIVE BEHAVIOR SUPPORT

POLICY 2.3

Rev. September 2017

PURPOSE AND SCOPE

This policy provides guidance for Kokua employees in the required techniques for supporting clients with challenging behavior.

A. PROVIDE A RESPECTFUL ENVIRONMENT

It is the philosophy of Kokua to provide clients with the most supportive environment possible, physically, socially and emotionally. Keeping in mind that the clients' homes are their own personal space, clients should feel safe and at liberty to be themselves when in their own home.

B. ENCOURAGE AUTONOMY

Difficult behavior will be at a minimum in an environment that supports and encourages:

1. Personal autonomy, including the right to make choices regarding one's own personal space.
2. The right to free expression, including the right to express affection, anger, disappointment, or disagreement with staff or roommates. Free expression also includes the availability of any alternative means needed to communicate, i.e. communication devices or staff trained in facilitated communication.
3. Friendships with family and peers and the ever present opportunities to make new Friends and community affiliations.
4. New learning. All individuals have the ability to learn throughout their life span and should have the opportunity to take measured risks and even to experience failure in the pursuit of learning.

C. POSITIVE BEHAVIOR SUPPORT PLANS

Any time a client consistently exhibits behavior that is seriously troubling to others, does not recognize the rights of roommates, presents a danger to self or others or if a client takes psychoactive medications to reduce challenging behaviors or treat symptoms of a mental illness that are interfering with the client's ability to have positive life experiences and form and maintain relationships, a Functional Assessment of the behavior should be completed. The Functional Assessment will determine whether a Positive Behavior Support Plan (PBSP) is required or if behavioral support guidelines can be added to the IISP.

The purpose of the Functional Assessment is to evaluate:

- The overall quality of a person's life;
- Factors or events that increase the likelihood of challenging behavior;
- Factors or events that increase the likelihood of appropriate behavior;
- When and where the challenging behavior occurs most frequently;
- The presence of a diagnosed mental illness or neurological dysfunction that may contribute to the challenging behavior; and
- The functions or purpose of the challenging behavior (what the person obtains or avoids by engaging in the behavior).

A Positive Behavior Support Plan (PBSP) is required when a challenging behavior interferes with the client's ability to have positive life experiences and form and maintain relationships. PBSP's are specifically required when:

1. The use of restrictive interventions or procedures is planned or used, or
2. When an individual has challenging behaviors that may interfere with their ability to have positive life experiences and form and maintain relationships or
3. When a client is taking psychoactive medications to reduce challenging behavior or treat a mental illness.

When challenging behaviors are identified, an FA and PBSP must be completed within 90 days. If the data indicates that progress is not occurring after a reasonable period, but no longer than 6 months, the FA and PBSP must be reviewed and the revisions implemented if needed.

If a restrictive procedure is used, the PBSP must include a plan for recording data on the use of the procedure and its effect (each use of a restrictive procedure must be documented.) The plan must specify the type and frequency of data collection.

D. NEGATIVE CONSEQUENCES ARE FORBIDDEN

Kokua staff persons are not to use "consequences" or "punishments" of any sort in response to the behavior of a client. Kokua staff persons are also forbidden to withhold any activities from a client in order to gain compliance. Punishment of a client is in violation of DDA Policy 5.14 and may result in disciplinary action up to and including termination.

E. REDIRECTION

The preferred method of dealing with confrontation is to try to redirect the assailant. If a client is extremely upset, however, he or she may not be receptive to redirection. Be careful not to approach too closely when a client is in a highly emotional state.

If a staff person experiences client behavior that is abusive or assaultive of staff, the staff person should move himself or herself to an area of safety and call the Kokua On-Call System.

F. HANDLING PHYSICAL AGGRESSION

If all methods of redirecting behaviors have failed, and a client has become assaultive to staff or other clients, the following procedures should be implemented:

1. Invite the client to leave the common area.
2. If the client will not leave the common area, employees and other clients should leave to summon assistance.
3. Call law enforcement authorities and inform them of the client's choice to be physically aggressive.
4. Use the On-Call Procedure to inform Kokua On-call Staff of the incident.
5. An incident report must be filed regarding the entire episode before the end of the shift in which the incident occurred. The incident must also be reflected in the log and progress notes. It is mandatory that these entries be as accurate as possible.