

**All Opportunities for Inclusion programs will post the  
Statement of Participant Rights**

Opportunities for Inclusion, Inc. is committed to providing program services, which protect, promote and facilitate the rights and dignity of all people with developmental disabilities. People with developmental disabilities have the same constitutional rights as other citizens including equal protection and due process under the law. Opportunities for Inclusion recognizes the following to be Participant Human Rights:

- RESPECT:** The right of each participant to be afforded human dignity. To be treated with respect, including respect for ethnic and cultural diversity.
- SAFETY:** The right to accessible, safe, clean, healthy and comfortable program environments. Participants have a right to feel safe and the right to be free from harm or abuse.
- SELF-DETERMINATION:** Participants must have the opportunity to make meaningful choices and to make informed decisions about their lives. Informed decisions making includes the right to decide to take reasonable risk. It also requires adequate support to help the individual understand and weigh the risks and benefits of their decisions, as needed. The right to self-determination, freedom of choice and exercise of adult rights of expression and selection unless modified through a behavior modification plan which has been developed and monitored consistent with the Opportunities for Inclusion Behavioral Guidelines which provides for the least restrictive measure possible and training and supports to most fully exercise self-determination.
- SUPPORT:** The right to be free of discomfort, distress, deprivation and neglect.
- INCLUSION:** The right to be assisted and supported in activities and styles of living, which facilitate and maintain inclusion and participation in community life.
- COMMUNITY ACTIVITIES:** The right to select and engage in community activities, and interactions, which maximize contact with ordinary citizens in culturally typical settings.
- APPEARANCE:** The right to present an appearance, which is, age and culturally appropriate.
- LANGUAGE:** The right to be addressed and referred to in positive language appropriate to one's age.
- PROGRAMMING:** The right to an individualized program developed with participant preference, learning style, interests and, necessary adaptations to meet each participant's needs and to maximize opportunities for success.
- CONSENT:** The right to participate in and consent to planning services and program opportunities with guardian/family member involvement and consent, available as necessary.
- FUNDS:** The right to control one's own funds and possessions unless restricted by a Guardian, conservator or through a Funds Management or Behavior Modification Plan.
- CIVIL RIGHTS:** The right to be encouraged and assisted in understanding and exercising Civil Rights including freedom of religion, due process, voting and protection against unreasonable search and seizure.
- NON-DISCRIMINATION:** The right not to be discriminated against for program services on the basis of religion, citizenship, national origin, sex, sexual orientation, age or disability.

<b>COMMUNICATION:</b>	The right to communicate with others and to fully expresses one self. Participants should have access to the assistance necessary to communicate, including access to adaptive equipment, to alternative hearing and communication devices, to postal service and reasonable access to and assistance in using the telephone.
<b>PRIVACY:</b>	The right to privacy including privacy during care of personal needs, privacy in communication, privacy in visits, privacy in personal space, confidentiality of Personal Health Information (PHI) compliance with the Opportunities for Inclusion Privacy Policy & Procedures.
<b>WAGES:</b>	The right to protection from commercial exploitation to be ensured through compliance with the Department of Labor standards on work and wages.
<b>EMPLOYMENT:</b>	The right to equal access to opportunities for education and for employment. Participants who are employed have the right to be fairly compensated for the work they do.
<b>MEDICAL CARE:</b>	The right to prompt and appropriate emergency medical care.
<b>TREATMENT:</b>	The right to humane and adequate care and treatment. The right to freedom from mistreatment and or threats of mistreatment including: unreasonable or unnecessary force, corporal punishment or any type of physical, sexual, verbal or psychological/emotional abuse including threat of transfer or termination.
<b>HUMAN RIGHTS TRAINING:</b>	The right to training and information on Human Rights, Program Requirements, Opportunities for Inclusion HIPAA Privacy Notice, and Complaint and Grievance procedure at the time of program admission and regularly as necessary and/or requested.
<b>RESEARCH:</b>	The right to refuse to participate as a research subject and to have any research approved by the Chief Executive Officer who ensures its compliance with the Department of Developmental Disabilities' Guidelines on Research.
<b>CONFIDENTIALITY:</b>	The right of confidentiality of information and records consistent with Opportunities for Inclusion's HIPAA Privacy policy and procedures (PHI).
<b>VISITORS:</b>	The right to have visitors and to visit others within the program's ability to arrange and in accordance with Opportunities for Inclusion's Visitation Policy guidelines for each program site. This includes the right to have friendships and intimate relationships with mutually consenting adults, as long as appropriate to the environment.
<b>INVESTIGATIONS:</b>	The right to have a prompt investigation of any allegations of abuse, neglect, inhumane act or dangerous condition made by or on behalf of a participant which will also be reported to and reviewed by the Human Rights Committee and appropriate regulatory agency without fear of retaliation.
<b>RECEIVED SERVICES:</b>	The right to access or receive services, goods and materials without threat of denial or unreasonable delay for basic needs such as: meals; breaks; water and bathroom facilities, clean clothing, personal possessions, etc. Any limitation on access must meet the Opportunities for Inclusion Behavioral Guidelines, which require participant/guardian consent and Human Rights Committee approval.

**POSSESSIONS:**

The right to obtain, keep, use, and dispose of personal possessions in accordance with Opportunities for Inclusion Possessions Policy & Procedures.

**LEAST RESTRICTIVE:**

Participants have the right to expect services and supports to be provided in a manner that promotes their ability to live in the least restrictive and most typical settings appropriate to them. Supports and services should encourage and maintain meaningful community membership. As members of a community, all participants have a responsibility to respect other people and to exercise their rights with due regard for the rights of other members of the community.

**CONFLICT OF INTEREST**

**Participants/guardians have the right to be informed of any conflict of interest that may arise. Staff are responsible for notifying participants of any conflict of interest pertaining to program and participant services and decision making. All staff, board members, participants, family members are expected to function at the highest ethical standards related to their personal interest and interest of the organization.**

If you have a guardian s/he will help you to protect your rights and make major decisions.

**PARTICIPANT RESPONSIBILITIES**

1. The responsibility to treat others with respect and not to use abusive language, name calling, etc.
2. The responsibility to respect other people's space and belongings.
3. The responsibility to respect others people's privacy.
4. The responsibility to keep your personal space clean.
5. The responsibility to respect that everyone is different and to treat everyone fairly.
6. The responsibility to abide by program rules and to challenge any rules you feel aren't fair by using the grievance processes.
7. The responsibility to work hard everyday that you are at the program or community site and ask for help when you need it.
8. The responsibility to review the information in your record as often as you choose.
9. The responsibility to let people know if you decide you do not want to participate in research.
10. The responsibility to choose a healthy lifestyle and to let someone know if you are sick.
11. The responsibility to maintain good hygiene.
12. The responsibility to ask for assistance regarding financial matters, if needed.