

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 4.9

STAFF/ENROLLEE RELATIONSHIPS

All enrollees have the right to be treated with courtesy and respect, and with full recognition of their dignity and individuality at all times by staff members. All enrollees have the right of access to opportunities that enable them to develop their full human potential.

Each has the right to be treated equally as citizens under the law. Each has the right to be free from emotional, psychological and physical abuse and to be free from unnecessary chemical and physical restraints.

Each Board employee shall endeavor to protect these rights at all times. Staff shall report any suspected abuse or neglect of enrollee rights to their immediate supervisor. Staff shall cooperate in any investigations regarding abuse or neglect.

No staff member shall subject an enrollee to physical, verbal or psychological/emotional abuse. Procedures that cause physical, visual and/or auditory pain are strictly prohibited. Attacks on personal dignity, such as foul language, name-calling, shouting and other types of verbal abuse are forbidden. Actions such as threats, whether founded or unfounded or the use of object that are frightening to an enrollee constitute psychological/emotional abuse and are forbidden. Each staff member shall comply with the proper procedures for Behavior Management Intervention as adopted by the Board.

No staff members shall subject an enrollee to sexual abuse or take advantage of enrollees by procuring sexual favors either on or off regular work hours.

At no time shall a staff member betray the trust relationship that exists between himself/herself and the student/adult. In particular, relationships outside the school/work environment require caution regarding social contacts, financial dealings, or any other activities which would take advantage or appear to take advantage of the trust the enrollee has in the staff member who is working for the well-being of the enrollee.

Adopted: 1/26/98
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