



Ethics & Safety



The relationship between
ethical cultures and safe
environments
at provider agencies

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**For the purposes of
this presentation:**

**Safety = an environment free of
abuse, neglect and exploitation of
people with intellectual and
developmental disabilities.**

**What are the
contributing factors?**

**People with
intellectual and
developmental
disabilities (I/DD) are
vulnerable to
mistreatment**

People with disabilities experience the same forms of physical violence, sexual abuse and molestation and neglect as the general population. However, they experience these abuses at much higher rates.

Harrell, Ericka. Crime Against Persons with Disabilities, 2009-2011 – Statistical Tables, U.S. Department of Justice, Bureau of Justice Statistics, Harrell, Ericka.

**People with I/DD are
seven times more
likely to be the victim
of a sexual assault
than a person without
disabilities.**

People with Intellectual Disabilities and Sexual Violence. (2011).

The Arc of the United States.

Unfortunately, in many cases, the victim knows his or her attacker. The majority of abusers are family members, relatives, caregivers, neighbors, classmates, educators or staff members assigned to support the person with disabilities.

2018 Disability Justice

**What can we
do about this
at provider
agencies?**

Creating a strong ethical environment that is:

1. Accountable

2. Compassionate

3. Fact-based

4. Inclusive

5. Professional

6. Respectful

7. Supportive

**Caregiving role: One person has power over and responsibility to another person.
(The Fiduciary Responsibility)**

It's a professional
relationship –
Direct Support
Professionals
(DSPs)

The power to do good



**DSPs are empowered by
provider agencies to make
life altering decisions
on an daily basis.**

Are the DSP's treated like professionals at your agency? Are they . . .

-Paid well?

-Well trained?

-Included in policy decisions?

-Given opportunities for advancement?

-Treated with respect?

**We are empowering DSPs to do
some of the most important work
that occurs at
provider agencies.**

**Are we doing all that we can to
prepare, equip and
support them?**

**Factors that can lead
to abuse, neglect and
exploitation at
provider agencies**

**It's important not to let the
balance of power
slide heavily onto the
caregiver's side of the
relationship.**

University of Wisconsin/Wisconsin Department of Health Services

Why do people commit acts of abuse, neglect and exploitation?

Premeditation

VS.

Bad Decisions

**Abuse – verbal/psychological,
physical and sexual (can be
criminal, i.e., assault)**

**Neglect - lack of supervision,
failure to provide needed care
(can be criminal, i.e.,
abandonment)**

**Exploitation – of money,
resources or person (can be
criminal, i.e., theft)**

We make important decisions when . .

- We communicate with each other.**
- We utilize power.**
- Recognize boundaries.**
- Recognize fatigue, fear and frustration.**
- Observe and report events.**

Ethics (or Moral Philosophy) is concerned with questions of how people ought to act and the search for a definition of right conduct and the good life.

Sources: Santa Clara University, Philosophybasics.com

Am I an ethical person?

Am I a virtuous person?

Do I choose the greater good?

Do I follow the rules (or at least speak up before breaking them)?

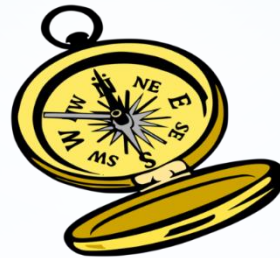
Do I use my power to protect and elevate people?

What guides you?

What does your conscience tell you to do?

What is your moral compass?

Does it guide you?



*“Compassion is
the basis
of morality.”*

Arthur Schopenhauer

Do unto others
as you would have them
do unto you.



Buddhism:

Hurt not others with that which pains yourself.

Christianity:

Do unto others as you would have them do unto you.

Hinduism:

Treat others as you would yourself be treated.

Islam:

Do unto all men as you would wish to have done unto you.

Judaism:

What you yourself hate, do to no man.

Native American:

Live in harmony, for we are all related.

Sacred Earth:

Do as you will, as long as you harm no one.

HINDUISM

This is the sum of duty:
do not do to others what would
cause pain if done to you
Mahabharata 5:1517



BUDDHISM

Treat not others in ways
that you yourself would
find hurtful
Udana-Varga 5:18



CONFUCIANISM

One word which sums up the
basis of all good conduct...
loving kindness.
Do not do to
others what
you do not
want done
to yourself
Confucius,
Analects 15:23



BAHA'I FAITH

Lay not on any soul a load
that you would not wish to
be laid upon you, and
desire not for
anyone the
things you
would not
desire for
yourself
Baha'i Faith,
Cleanings



ISLAM

Not one of you truly believes
until you wish for others what
you wish for yourself
The Prophet Muhammad, Hadith



TAOISM

Regard your neighbour's gain
as your own gain, and your
neighbour's loss as your own loss
Tai Shang Kan'Ying P'ien, 213-218



THE GOLDEN RULE

JUDAISM

What is hateful to you,
do not do to your neighbour.
This is the whole Torah;
all the rest is commentary
Hillel, Talmud, Shabbat 31a



SIKHISM

I am a stranger to no one;
and no one is a stranger
to me. Indeed, I am
a friend to all
Guru Granth Sahib, pg. 1299



JAINISM

One should treat all
creatures in the world
as one would like
to be treated
Mahavira, Sutrakritanga



ZOROASTRIANISM

Do not do unto others
whatever is injurious
to yourself
Shayast-na-Shayast 13:29



NATIVE SPIRITUALITY

We are as much alive
as we keep the earth alive
Chief Dan George



UNITARIANISM

We affirm and promote respect
for the interdependent
web of all existence
of which we are a part
Unitarian principle



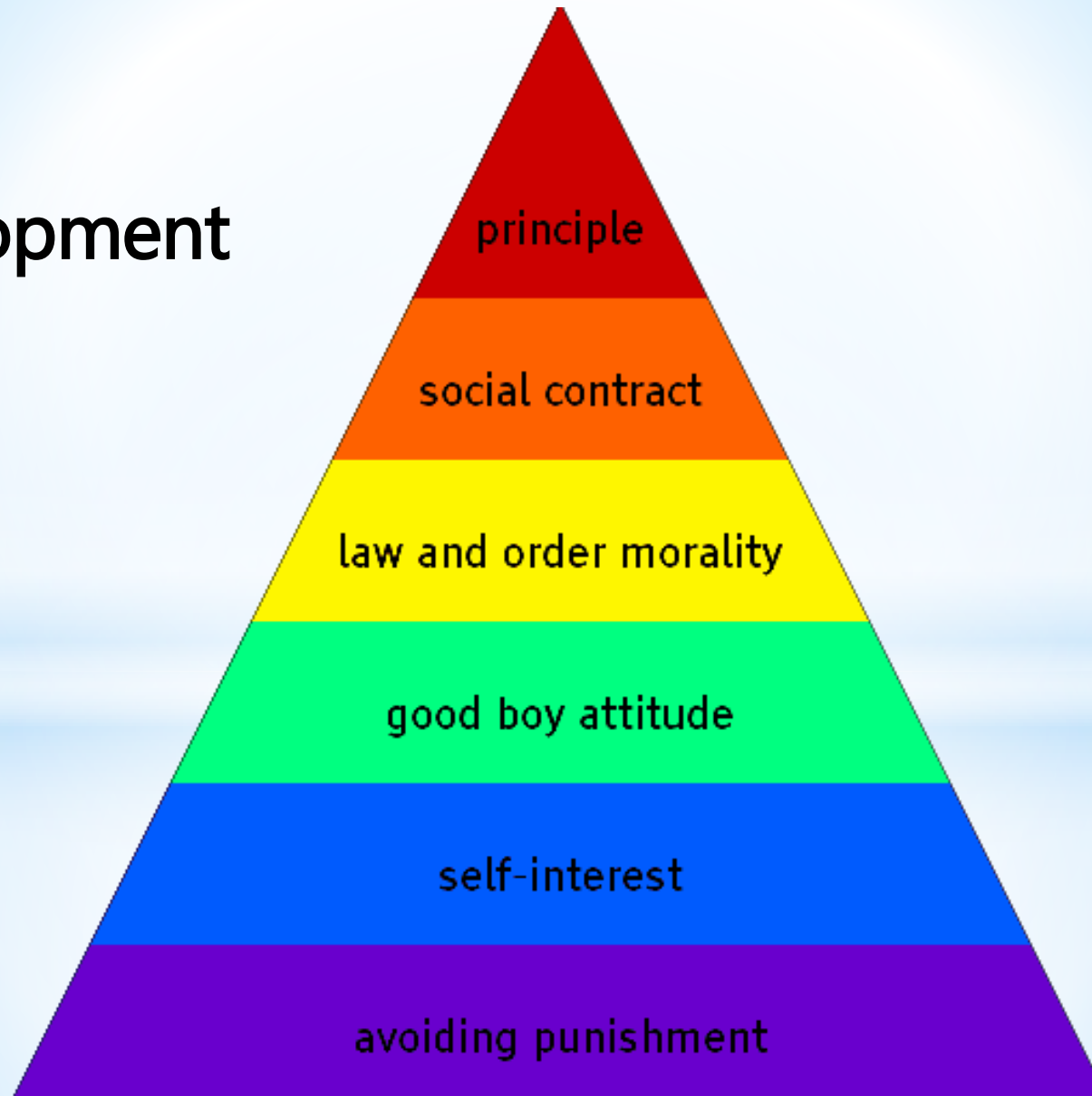
CHRISTIANITY

In everything, do to others
as you would have them
do to you; for this is the
law and the prophets
Jesus, Matthew 7:12



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Moral Development



The Importance of Empathy



Compassion

Respect

Empathy

Support

Inclusiveness

Creating a Culture of Respect

Creating a ripple effect, where the norm is that people treat each respectfully, no matter what their role (person served, family member, DSP, supervisor, administrator, outside monitor, and everyone else!)

The Importance of Front Line Supervisors

Front Line Supervisors set the tone for every site (especially for new employees).

They represent the values of the organization to their staff.

They may be the most important role models for staff.

Are the Front Line Supervisors at your agency:

- Paid well?
- Trained in supervisory skills?
- Included in policy decisions?
- Given opportunities advancement?
- Treated with respect?
- Supervised by upper management?

**Questions to ask yourself,
whatever your role is at an
agency:**

**Do you treat your colleagues with
respect?**

**Are you treating everyone the way
you would like to be treated?**

Are you a good role model for your staff?

Are you a good role model for the people entrusted to your care?

Do you support your colleagues?

Do you stop abuse, neglect or exploitation when you see it?

Boundaries

Do you have good boundaries with your co-workers?

Can you be objective?

Do you have good boundaries with the people entrusted to your care?

Potential problem areas related to boundaries:

Information

Money

Relationships

Touching

Fatigue



Fear



Frustration



Fatigue can lead to:

-Apathy

-Distraction

-Sleeping on job

-Short tempers

***Frustration and Fear
can lead to:***

-Over-reactions

-Avoidance

-Violence

Pay attention to your own feelings of fatigue, fear and frustration and signs of these feelings in others.

Offer support.

Ask for support.

The importance of Objectivity



Lack of Objectivity can lead to . . .

- Making false assumptions***
- Letting personal biases affect decisions***
- Denial/Ignoring facts***

Lack of objectivity can lead to not reporting abuse, neglect and exploitation when you know about it/covering things up.

Fact vs. Fiction

Are you reporting what you observe or inserting your opinion?

Can you be objective when it comes to your co-workers?

**Misuse of power,
poor boundaries,
fatigue, frustration, fear
and lack of objectivity
can lead to victimization.**

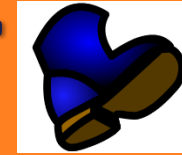
**Victimization
causes trauma
and it can be
lifelong.**

**Let's review how we can create
a safe environment, free from
abuse, neglect and exploitation.**



AVOID . . .

Abuse of Power



Boundary Crossings

Distractions



Over-Reactions

Be respectful, kind and patient.



Be a good role model.



Observe & report objectively.



Intervene when needed.

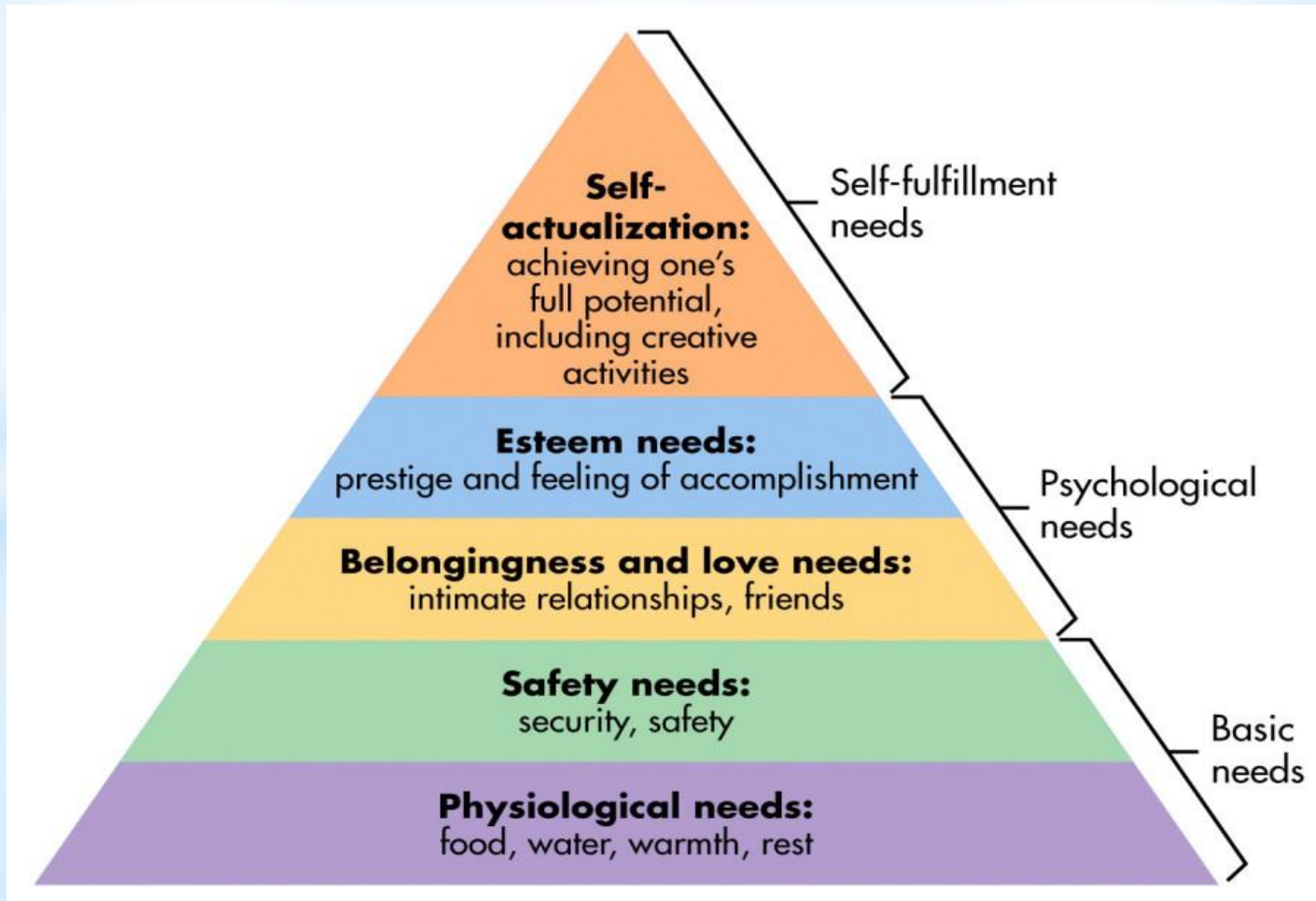


Monitor for fatigue, fear and frustration.



SUPPORT

Consider Maslow's Hierarchy of Needs when it comes to everyone served and employed at your agency.



Are staff getting breaks?

Are they getting time to eat a proper meal during their shifts?

Are they being asked to work double shifts on a regular basis?

Is the environment free of
excessive stress and anxiety

Do staff express that they feel
prepared to deal with a crisis?

Is there an excess of
“acting out” incidents?

The Frog in Boiling Water



An ethical, safe environment is:

- 1. Accountable**
- 2. Compassionate**
- 3. Fact-based**
- 4. Inclusive**
- 5. Professional**
- 6. Respectful**
- 7. Supportive**

Questions?



Comments?

Suggested Reading:

“Why Can’t We Be Good”

by Jacob Needleman

“From Inquiry to Insight”

(Guided Discussions for Preventing Abuse and Neglect of Persons with Cognitive Disabilities)

by Arthur Dykstra and Amy Tabor

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