

## 9.4 PROMOTING FRIENDSHIPS OF PEOPLE WITH DISABILITIES

Employees, volunteers and support persons will assist all of the people that the Association supports to develop friendships in the most appropriate way for each person, while ensuring the well-being of the individual.

Friendships will develop with the knowledge of the present support network, depending upon the person's ability to give informed consent. The support network includes the people who play a meaningful role in the person's life (family and existing friends).

If employees, volunteers and support persons have concerns that a relationship is not in the best interest of the person, they will raise their concerns to the person or the support network if the person is not able to give informed consent.

### **Guidelines:**

Wherever a person requires support in maintaining ongoing friendships, support guidelines will be put in place. Support guidelines will include:

- The name, address and phone number of each friend;
- A support plan.

The amount of information included in the support plan is up to the client and their support staff, but shall include:

- The history of the relationship;
- Strategies to support the person in building on the relationship if they are unable to independently initiate (e.g., sending cards or gifts on special occasions);
- Favorite shared activities;
- Personal care and medical considerations.

### **Linking Policies:**

- 1.1 Vision & Mission Statements
- 1.2 Guiding Principles
- 1.8 Code of Ethics
- 1.12 Corporate Responsibility Policy
- 9.1 Rights & Responsibilities of People with Disabilities
- 9.2 Family Involvement Policy
- 9.3 Advocate & Friend Involvement Policy
- 9.5 Involvement in Decision Making