9.1 RIGHTS AND RESPONSIBILITIES OF PEOPLE WITH DISABILITIES

Policy Goals, Philosophy, and Overview
All members of our community share the rights and freedoms provided to them through the Canadian *Charter of Rights and Freedoms.* Within the law, all citizens are entitled to live their lives based on their personal determinations, and to build a lifestyle that suits their needs for safety, spirituality, intellectual growth, relationship, sexuality, gender identity, and financial prosperity.

Our society has a history of devaluing its citizens who are perceived as being different from the average or typical member. One way of devaluing people is to provide unique individuals with a general label in attempts to describe who they are. All the people who receive services through BACI have been given one or more labels. These labels influence how society and its typical members perceive and treat the people we serve. Living with a label also influences how the people with that label come to feel about themselves. People who are viewed by society as “inferior” or worth less than their neighbours tend over time to believe that what society thinks about them is the truth. This may lead to accepted victimization or persecution and leaves the people we serve as vulnerable members of our society.

Rights and Responsibilities of People with Disabilities
Because of the historical devaluation of people with disabilities, and because some people who serve the needs of people with disabilities may be perceived as being in positions of authority or control over others, BACI must clearly define the rights of people with disabilities in all of their interactions with BACI. Hence BACI recognizes that all people have the inherent rights granted by the Canadian *Charter of Rights and Freedoms* and the Canadian Constitution. BACI further confirms for all people with developmental and physical disabilities the rights and responsibilities stated in the following sections.

Rights
People with disabilities have the right to:

- Have their welfare and well-being recognized as a paramount concern of BACI;
- Make decisions or choices that may not necessarily be the decision or choice staff would make as long as safety, health, and group living considerations are taken into account;
- The least restrictive environment;
- Access generic services;
- Determine or have meaningful input into the ways in which their services are provided;
- Be treated with respect and in a dignified way;
- Be accommodated in a safe home or place that reflects the standards of their community;

- Community participation and professional support directed towards the achievement of community participation;
- Social interaction and time with family and friends;
- Privacy and confidentiality;
- Have personal possessions;
- Participate in a religious program of their choice;
- Access their own personal records and files;
- Explore and express their sexuality, including sexual orientation and gender identity;
- Engage in intimate and sexual activities – either individually or within consensual relationships – and receive support to do so if or when needed.

People with disabilities have the right to be served by BACI and live their personal life free from any kind of abuse, including retaliation, humiliation, discrimination and neglect.

BACI will not tolerate any kind of abuse of the people we serve.

When we say abuse we mean all kinds of abuse, such as:

- Physical Abuse;
- Sexual Abuse;
- Emotional Abuse (like bullying, humiliation, retaliation, discrimination);
- Financial Abuse or Exploitation (like stealing personal money or making people spend their money in ways they don't want);
- Neglect (like not paying attention to people and not helping people to be safe and healthy).

Employees, volunteers, support persons, and Board members of BACI are expected to ensure that the above defined rights conferred on people with developmental and physical disabilities are recognized at all times. Furthermore, they are also expected to advocate on behalf of the people we serve to ensure that their fundamental rights are guaranteed in society as a whole.

Responsibilities

We believe that as individuals accept more responsibilities, they will be increasingly recognized as valuable citizens. BAC encourages the people we support to accept the following responsibilities of full citizenship:

- To recognize and support the welfare of friends, roommates, family members, colleagues, and other citizens;
- To consider the desires and needs of those who might be affected by their decisions;
- To infringe as little as possible on the freedoms of friends, roommates, family members, colleagues, and others;
- To take into consideration others who will be affected by decisions made about the way services will be provided;

- To treat others with respect and allow them their dignity;
- To care for and do what they can to maintain work sites and homes to community standards;
- To recognize the rights of others while participating in community activities;
- To respect the needs and wishes of family and friends;
- To respect the privacy of others and their personal possessions;
- To respect the religious choices of others;
- To respect the privacy of peoples' records and files.

Linking Policies

1.1 Vision & Mission Statements
1.2 Guiding Principles
1.3 Quality Assurance
1.3a Quality Assurance – Children's
1.8 Code of Ethics
1.12 Corporate Responsibility Policy
2.1 Accessibility Policy
9.5 Involvement in Decision Making