

Program Abuse Prevention Plan

Program Name: BEHAVIOR LANGUAGE CONSULTANTS, LLC

Program Address: Not Applicable – Mailing Address Only

Date Plan Developed: 11/4/2022

EACH PROGRAM MUST ENSURE THAT:

- A. People receiving services are provided with an orientation to the program abuse prevention plan. This orientation must be within 24 hours of admission or within 72 hours for individuals who would benefit from a later orientation.
- B. The license holder's governing body or the governing body's delegated representative shall review the plan at least annually using the assessment factors in the plan and any substantiated maltreatment findings that occurred since the last review period. The governing body or the governing body's delegated representative shall revise the plan, if necessary, to reflect the review results.
- C. A copy of the program abuse prevention plan must be posted in a prominent place in the facility and be available, upon request, to mandated reporters, people receiving services, and legal representatives.
- D. If the assessment indicates that the vulnerable adult does not need specific risk reduction measures in addition to those identified in the program abuse prevention plan, the individual abuse prevention plan must document this determination.
- E. In addition to the program abuse prevention plan, an individual abuse prevention plan must be developed for each new person receiving services. A review of the individual abuse prevention plan must be done as part of the review of the program plan. The persons receiving services must participate in the development of the individual abuse prevention plan to the best of their abilities. All abuse prevention plans must be reviewed at least annually by the interdisciplinary team.

POPULATION ASSESSMENT:

- 1. Age range of persons the program plans to serve: 3 to 50 years of age.
- 2. What specific measures has the program taken to minimize the risk of abuse to people as related to the age of people receiving services?

In order to reduce the potential of abuse and/or harm, Behavior Language Consultants, LLC implements a two therapist/caregiver at all times policy. This means that all staff and contractors with Behavior Language Consultants, LLC can never work alone with a client without at least another adult present. Additionally, all staff and contractors have been trained on the Maltreatment of Minors Act and the Maltreatment of Vulnerable Adults Act and can take steps to prevent abuse and take corrective action. All staff and consultants are mandated reporters and would report any maltreatment immediately.

3. Gender of persons the program plans to serve: Males, females, and gender-neutral children/adults.
4. What specific measures has the program taken to minimize the risk of abuse to people as related to the gender of people receiving services?

In order to reduce the potential of abuse and/or harm, Behavior Language Consultants, LLC implements a two therapist/caregiver at all times policy. This means that all staff and contractors with Behavior Language Consultants, LLC can never work alone with a client without at least another adult present. Additionally, all staff and contractors have been trained on the Antidiscrimination/Antiharassment Policy, the Maltreatment of Minors Act, and the Maltreatment of Vulnerable Adults Act and can take steps to prevent abuse and take corrective action. All staff and consultants are mandated reporters and would report any maltreatment immediately.

5. Describe the range of mental functioning of persons the program plans to serve:

The range of mental functioning that Behavior Language Consultants, LLC will be serving individuals diagnosed with developmental and/or intellectual disabilities ranging from mild to severe/profound along with other disabilities that might be related to this diagnosis.

6. What specific measure has the program take to minimize the risk of abuse to people as related to the mental functioning of people receiving services?

Behavior Language Consultants, LLC has put the following safeguards in place for each client: 1) monitoring of client/guardian assent and consent to behavioral services, 2) individual abuse prevention plans, 3) support plans, 4) BACB ethics requirements, 5) implementation of interventions that take into account the client's current skill set that affects their mental, physical, and/or emotional functioning and understanding, and 6) satisfaction surveys. All staff and consultants will follow the protective measures provided in these documents as well as show continued certification under the BACB.

All staff and consultants have been trained on the Maltreatment of Minors Act and the Maltreatment of Vulnerable Adults Act and can take steps to prevent abuse and take corrective action. All staff and consultants are mandated reporters and would report any maltreatment immediately.

7. Describe the range of physical and emotional health of persons the program plans to serve:

Behavior Language Consultants, LLC serves the majority of disability groups. The physical and emotional health of the majority of persons that Behavior Language Consultants, LLC plan to serve include Traumatic Brain Injury, Down Syndrome, and Autism. Additionally, those served may have additional co-morbidities such as Seizure Disorders, Cerebral Palsy, respiratory disorders, Diabetes, physical disabilities ranging from wheelchair to difficulty walking, speech issues and vision problems and emotional health issues including mild depression, anxiety disorders, ADHD, and lack of social skills.

8. What specific measure has the program take to minimize the risk of abuse to people as related to the physical and emotional health of people receiving services served?

Behavior Language Consultants, LLC has put the following safeguards in place for each client: 1) monitoring of client/guardian assent and consent to behavioral services, 2) individual abuse prevention plans, 3) support plans, 4) BACB ethics requirements, 5) implementation of interventions that take into account the client's current skill set that affects their mental, physical, and/or emotional functioning and understanding, and 6) satisfaction surveys. All staff and consultants will follow the protective measures provided in these documents as well as show continued certification under the BACB.

All staff and consultants have been trained on the Maltreatment of Minors Act and the Maltreatment of Vulnerable Adults Act and can take steps to prevent abuse and take corrective action. All staff and consultants are mandated reporters and would report any maltreatment immediately.

9. Describe the range of adaptive/maladaptive behavior(s) of persons the program plans to serve:

Behavior Language Consultants, LLC serves individuals with a wide range of maladaptive behaviors spanning from cursing/yelling/verbal threats to self-injury, physical aggression, and property destruction and serves individuals who need minimal to profound support in developing and acquiring adaptive behaviors.

Behavior Language Consultants, LLC has put the following safeguards in place for each client: 1) monitoring of client/guardian assent and consent to behavioral services, 2) individual abuse prevention plans, 3) support plans, 4) BACB ethics requirements, 5) implementation of interventions that take into account the client's current skill set that affects their mental, physical, and/or emotional functioning and understanding, and 6) satisfaction surveys. All staff and consultants will follow the protective measures provided in these documents as well as show continued certification under the BACB.

All staff and consultants have been trained on the Maltreatment of Minors Act and the Maltreatment of Vulnerable Adults Act and can take steps to prevent abuse and take corrective action. All staff and consultants are mandated reporters and would report any maltreatment immediately.

11. Describe the need for specialized programs of care for persons the program plans to serve:

We do not have an assessed need for specialized programs of care.

12. What specific measures has the program taken to minimize the risk of abuse to people as related to the need for specialized programs of care for people receiving services?

There are no additional specialized programs of care training needs.

13. Describe the need for specific staff training to meet individual service needs:

Based upon the assessed areas already identified and ensuring training of staff and consultants in the items required by MN Statutes, Chapter 245d and BACB continued education requirements, there are no additional staff training needs.

14. What specific measures has the program taken to minimize the risk of abuse to people as related to the need for specific staff training designed to meet individual service needs?

There are no additional specific staff training needs.

15. Describe any knowledge of previous abuse that is relevant to minimizing the risk of abuse to people receiving services:

We have no knowledge of previous abuse that is relevant to minimizing the risk of abuse to people receiving services.

16. What specific measures has the program taken to minimize the risk of abuse to people as related to the knowledge of previous abuse?

There is no knowledge of previous abuse.

PHYSICAL PLANT ASSESSMENT:

1. Describe the condition and design of the facility as it relates to safety for the people receiving services:

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

3. What specific measures has the program taken to minimize the risk of abuse to people as related to the condition and design of the facility in terms of safety for people receiving services?

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

4. Describe any areas of the facility that are difficult to supervise:

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

5. What specific measures has the program taken to minimize the risk of abuse to people as related to the areas of the facility that are difficult to supervise?

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

ENVIRONMENTAL ASSESSMENT:

1. Describe the location of the facility including information about the neighborhood and community in which the facility is located:

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

2. What specific measures has the program taken to minimize the risk of abuse to people as related to the location of the facility, including factors about the neighborhood and community?

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

3. Describe the type of grounds and terrain that surround the facility:

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

4. What specific measures has the program taken to minimize the risk of abuse to people as related to the type of grounds and terrain that surround the facility?

Behavior Language Consultants, LLC does not have a program location where clientele receive services. All services are provided within the clients home and community.

6. Describe the type of internal programming provided at the program:

There is a secure intranet system for information and resource sharing. Additionally, owners of Behavior Language Consultants, LLC check in with all staff and contractors frequently.

6. What specific measures has the program taken to minimize the risk of abuse to people through the type of internal programming provided at the program?

The owners of Behavior Language Consultants, LLC check in with all staff and contractors frequently. The owners of Behavior Language Consultants, LLC meet at least monthly to review policy and procedure training needs and changes, changes to certification guidelines, and client needs and satisfaction with services, and then schedules training if additional needs are determined.

7. Describe the program's staffing pattern:

All staff and contractors are consultants and provide services within the individual's home or community with other caregivers present. All Behavior Language Consultants, LLC staff and contractors are available to support one another.

8. What specific measures has the program taken to minimize the risk of abuse to people through the program's staffing pattern?

In order to reduce the potential of abuse and/or harm, Behavior Language Consultants, LLC implements a two therapist/caregiver at all times policy. This means that all staff and contractors with Behavior Language Consultants, LLC can never work alone with a client without at least another adult present. Additionally, Behavior Language Consultants, LLC checks-in with staff and contractors frequently, reviews reports, and provides additional support and training as needed.

Kaitlin Dornbusch-Fenner and Marissa Stordahl, Owners		11/04/2022
Print name and title of	Signature	Date

Governing Body or Governing Body’s Delegated Representative

Policy Review:

Date	Name and Title	Signature

*The license holder must review the above policy at least on an annual basis. The review of the plan used the assessment factors in the plan and any substantiated maltreatment findings that occurred since the last review. If necessary, the plan was revised to reflect the review results.

Legal Authority: Minn. Stat. § 245A.65, subd. 2