

**Purpose:**

To assure that all agency personnel utilize appropriate behavior management interventions with the oversight of the management team and agency Board of Directors.

**Policy:**

The agency prohibits the use of manual restrain (a procedure in which a client is prevented from moving his/her limbs and/or body for a period of time). In all cases, a minor's parent is expected to control their child. The following behavior management interventions that may be utilized include:

- Positive reinforcement designed to increase targeted behavior
- Ignoring non-dangerous behaviors while working on the extinction of those behaviors
- Redirection of behavior or removing client from area in which problematic behavior is occurring
- Increasing physical space between client as needed
- Working with client to regain control including the use of relaxation techniques
- Eliminating items from environment that client may use to harm self or others
- Providing alternative options for client that may be a safer way to express their emotions
- Use of verbal de-escalation techniques

The following practices are prohibited:

- Chemical restraint
- Isolation or Locked seclusion
- Mechanical restraint
- Manual restraint
- Aversive Stimuli
- Excessive or inappropriate use of restrictive behavior management
- Restrictive behavior management that is in response to property damage that does not involve imminent danger to self or others.

**Procedure**

- All employees of the agency will be required to sign an agreement form to be placed in the employee personnel file acknowledging that they have read this policy and agree to the terms.
- Failure to comply with this policy may result in disciplinary action up to and including termination.
- During the assessment process, determination is made regarding each client's potential need for a behavior management plan based on the client's assessed risk of harm to self or others.
- All persons served and/or guardians will receive a copy of the Discipline and Behavior Management policy and procedures.
- If it is determined that a client is in need of a behavior management plan, this will be incorporated in the client Individual Treatment Plan.
- Any incident resulting in the use of a prohibited practice will be reported to employee's supervisor and an incident report filed within 24 hours with the Clinical Director.
- Following the use of a prohibited practice the incident will be reviewed by the administrative team and recommendations for further actions will be made as needed.
- All incident reports related to the use of prohibited practices are shared at the Governing Board of Directors meeting. The Executive Director will inform the Governing Board of Directors what actions, if any, were taken regarding the incident.