



3 - Adherence to 460 IAC

The INABC Risk Management Committee conducted a brief survey of Behavior Consultants to identify the top risk areas that impact the people to whom they provide Behavior Support Services. From these results, the RMC determined the goal of providing the membership with resources in the form of a “one-sheet” for the top risks identified.

Adherence to 460IAC was identified as the third top risk that affects our work with the people we support. To impact this risk area consider the following strategies for the person, parents/guardians, and providers.

Person Supported

- Work with the people you support to develop assertive communication and self-advocacy skills as well as building self-reliance.
- Assist with medication education for people supported focusing on their psychotropic medications.

Parents/Guardians

- There will be times when your role as a Behavior Consultant will need to be expanded in certain directions such as advocacy for the person’s rights. This may mean having difficult conversations with parents/guardians about dignity of risk.

Providers

- Build rapport with all members of the team. This will help when you are attempting to follow policy, for example, DSPs being trained on the BSP prior to working a shift with a person.
- Prior to filing an incident report, contact the residential provider’s manager to explain the reason you will be filing an incident report based on your company’s annual training in this area. This will provide a courtesy to the provider of knowing about a reportable incident before the IR hits their email boxes. It can also assist the writer of the IR in providing more information for the initial IR in the plan to resolve section.
- Consider conducting Human Rights Training as an adjunct to BSP training for all providers and families/guardians.
- Assist DSPs with QTIP (quit taking it personally) by discussing how to avoid taking ownership of a person’s actions. DSPs believing they are not doing a good job if a person refuses to take a shower or if a person yells at his/her roommate can lead to attempting to control the person with strategies that restrict the person’s rights.
- Increase and improve new-hire training for new Behavior Consultants. Consider providing opportunities for shadowing time with veteran Behavior Consultants.