

## PATHWAYS ABILITIES SOCIETY

### **PROCEDURE: PERSONAL CARE AND PERSONAL CARE FOR PERSONS OF OPPOSITE SEX**

**Applies to:** All Personnel

**Effective/Revision Date:**

1993

April 28, 2003

September 12, 2011

January 24, 2013

October 18, 2019

1. When scheduling, the supervisor will attempt to ensure that the staff on duty is of the same sex as the people being supported.
2. In the event that this is not possible, it is recognized and confirmed that staff are professionals and will conduct themselves in a totally professional matter.
3. If the individual asks for specific staff to assist him or her with personal care, every effort will be made to accommodate this request, providing it does not cause great disruption to services.
4. When required, two staff assist with personal care.
5. Staff tell the person what they are doing, step-by-step in a respectful, professional manner.
6. Any breach of total professionalism will result in disciplinary action up to and including dismissal.

