

Shadowfax

Title	Sexual Health, Personal Relationships, and Sexuality Policy
Policy Number	ORG.1021.000.000
Initiating Authority	Policy Committee
Approved By	Compliance Committee 11-3-21
Origin Date	October 18, 2021
Revision Date	
Effective Date	December 1, 2021
Next Review Date	June 2022
Associated Policies	ORG.1003.000.000 Civil Rights
Associated Procedures	
Associated Documents	

I. POLICY STATEMENT

Shadowfax supports the rights of individuals with disabilities in our programs to pursue personal relationships and their sexuality and to experience a life that is no different than that of individuals without disabilities, without being neglected, exploited, or abused.

II. PURPOSE

Shadowfax has implemented this policy to promote an environment where individuals in our programs can pursue personal relationships and their sexuality. This includes receiving objective, non-judgmental, comprehensive information regarding sexual health and relationships

III. SCOPE

This policy applies to all individuals in Shadowfax programs.

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IV. GENERAL

This policy is based on the standards set by PA Code Title 55 Chapters 6100, 6400, 2380, 2390, and 52, and PA Code Title 6 Chapter 11 Older Adult Daily Living Centers, ODP bulletin 00-18-01, and statutes and regulations.

V. POLICY

Sexuality at its core is a natural and integral part of who we are. It begins at birth and extends over our life span. It influences how we feel about ourselves and our relationships. Individuals with disabilities are sexual human beings with their own cultural, religious/faith, ethnic, and family values.

Shadowfax acknowledges and supports a person's right to pursue personal relationships and their sexuality in a healthy, consensual, legal and safe manner. Shadowfax will support Everyday Lives values as they apply to individuals' sexual health, personal relationships, sexual expression and sexuality while respecting the rights of others and in accordance with Shadowfax's rules and policies.

Shadowfax believes:

1. Individuals with disabilities have the same basic rights as individuals without disabilities to self-identify their gender, sexual orientation, and sexual preferences.
2. Individuals with disabilities have the right to accessible and appropriate education, information, and resources that address their individual personal relationships, sexual health, and sexuality needs.
3. Individuals with disabilities have the right to privacy when accessing supports and have the right to have information about their personal relationships remain private unless they consent to a disclosure. Privacy covers all forms of communication. Information regarding an individual's personal relationships, sexual health, and sexuality should be considered private and must be treated with respect and dignity.

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Note: The term "Individual" is synonymous with resident, client, patient, consumer, or participant.

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4. Individuals with disabilities have the right to have their sexual health and personal relationships supported by knowledgeable provider agency staff and a knowledgeable Individual Support Plan team.

Shadowfax will:

1. Provide accessible and appropriate education, information, and resources that address sexual health, personal relationships, and sexuality needs.
2. Ensure that organizational and managerial resources are available to staff to support individuals with disabilities that have issues related to sexual health, personal relationships, or sexuality.
3. Provide resources and training for all staff on understanding, supporting, and responding to an individual's personal choices on sexual health, personal relationships, and sexual issues, while not imposing their own personal beliefs on the individual.

VI. **OVERSIGHT**

Shadowfax's Compliance Committee or their designee(s) (the "Approved By") shall be in charge of the administration of this Policy. The Approved By responsibilities include:

1. Identifying the action steps to come into compliance and directives to maintain compliance and implement the action steps.
2. Periodically reviewing this Policy and monitoring compliance to it.
3. Training responsible parties on their obligations under the Policy.

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Revision History

Name	Date	Reason for Changes	Version