

KNOW. YOUR. RIGHTS.

1. The services and supports necessary to enable them to secure quality of life that promotes development of full personal potential. **This means Kindale employees need your consent to provide programming, release your personal information, provide you more than one service at the same time, and decide what employees will provide those services.**
2. Freedom from mental or physical abuse, financial or other exploitation, retaliation, humiliation, and neglect, corporal or unusual punishment, withholding of monetary allowances or punitive interference connected with the daily functions of living, such as eating or sleeping. **This means you may not be embarrassed, hurt, or treated cruelly. Staff and others may not take away things that are a normal part of everyday living (like food, sleep, money) as a form of punishment.**
3. Support to maintain family ties and broaden social networks in adulthood.
4. Be listened to and empowered to direct the course of their lives including where to live and with whom. You have the right to take a leadership role in planning your future. **This means you have the right to let staff know your preferences and what you want included in your life and goals. To participate in society as citizens with full rights and responsibilities.**
5. Safety, security and freedom from harm. **This means you may not be embarrassed, hurt, or treated cruelly. Staff and others may not take away things that are a normal part of everyday living (like food, sleep, money) as a form of punishment.**
6. Recognition that needs and interest change over time and consequently support services must be flexible to accommodate individual lifestyle choices. **This means you can decide for yourself about things that affect your life.**
7. Contribute to community through satisfying work, social connections and leisure pursuits.
8. Fair treatment in justice system. **This means Kindale employees need to refer you to the right sources to help you advocate for yourself and your needs.**
9. Expect Kindale employees to adhere to research guidelines and ethics when participants are involved (if applicable). **This means you have the right to accept or refuse participation in research, and if you accept such participation, that you will be free from any harm.**
10. Religious freedom and opportunity to worship. **This means you can go or refuse to go to the religious services of your choice.**
11. You have the right to advocacy services if you need them. **This means Kindale employees can help you work out any problems or concerns you might have at Kindale.**
12. You have the right to receive information in your own language. **This means Kindale must give you information in the language you use (including sign language or assisted technology).**
13. You have the right to give input regarding your level of satisfaction with your program. **This means it is okay for you to let us know how you feel about your services, good and bad, including a formal grievance (complaint). No one can punish you for doing so.**
14. Privacy of person, belongings and personal information. **This means you can be alone and your belongings remain untouched if you wish. You have the right to invite people you choose to your meetings. This means you can pick who you want to come to your meetings.**
15. Participate fully in life of community in the same way as other citizens do.
16. Letting us know if you wish to learn something new or receive any training. We will let you know if any training is being provided in the community that you may be interested in.