

## **16.06 Maladaptive Behaviors**

### Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. that any maladaptive behaviors presented by a program participant will be addressed with the least restrictive method and in a manner that preserves the participant's individual rights.

### Procedure:

It is the staff's legal, ethical and moral obligation to consider certain maladaptive behaviors in terms of consequences for the individual who presents the behavior and the impact of the behavior on the safety of other participants, staff, agency visitors and customers.

Maladaptive behavior is defined as: behavior destructive to self, others, or the environment, demonstrating a reduction in, or lack of, ability to adjust to environmental demands.

Maladaptive behavior may result as a function of a participant's disability and some maladaptive behaviors are functional limitations for the participant. These maladaptive behaviors will be addressed by the participant's Career Services staff member with operationally defined objectives, which are observable and measurable, and with routine methods indicated in each program's description of services. These interventions will be implemented in accordance with the participant abuse policy and the behavior management policy.

While the agency has a Safety Committee, that is trained to intervene in medical crisis, it is not this agency's policy to provide on-going intervention for certain types of maladaptive behaviors. The agency considers the following maladaptive behaviors inappropriate for a competitive work environment or participation in vocational adjustment/training:

- Physically aggressive/assaulting behavior
- Suicidal threats or actions
- Homicidal threats or actions
- Active chemical dependency/abuse with refusal to seek treatment or detoxification if needed
- Inability to recognize clear and eminent environmental dangers or provide self-directed care to meet daily needs due to physical or mental causes. For example: eating, sleeping, hygiene or wearing clothing appropriate to weather.

In the event any of the above listed behaviors occur and can potentially cause the abuse, neglect or exploitation of a child under the age of 18 years, staff who observe the behavior and are aware of the potential danger to the child will immediately file a report with the appropriate county Board of Children's Services.

The Career Services staff member and other staff members involved will discuss the inability to intervene with or provide treatment for the maladaptive behavior in a meeting with the participant, his/her legal guardian and the referral source if needed.

The Career Services staff member will assist the participant in accessing services from an appropriate treatment provider.