



HUMAN & CIVIL RIGHTS

OBJECTIVES

- ▶ At the end of this session, the participants will be able to:
 - Define civil rights, human rights and consumer rights
 - Explain the 13th and 14th Amendments
 - Explain the “Americans With Disabilities” Act
 - Explain dignity
 - Give examples of behaviors that promote dignity and behaviors that do not promote dignity

CIVIL RIGHTS

- **Civil rights** are the rights belonging to an individual by virtue of citizenship, especially the fundamental freedoms and privileges guaranteed by the 13th and 14th Amendments to the U.S. Constitution and by subsequent acts of Congress, including civil liberties, due process, equal protection of the laws, and freedom from discrimination.

13TH & 14TH AMENDMENTS

- 13th Amendment – Slavery in the United States was abolished
- 14th Amendment – An amendment to the U.S. Constitution, adopted in 1868, its five sections established the citizenship of African Americans.

AMERICANS WITH DISABILITIES ACT

- ▶ **The Americans with Disabilities Act of 1990 (ADA)** – signed into law on July 26, 1990, by President George H.W. Bush, and later amended with changes effective January 1, 2009.
- ▶ The ADA is a wide-ranging civil rights law that prohibits, under certain circumstances, discrimination based on disability.

AMERICANS WITH DISABILITIES ACT

- ▶ It affords similar protections against discrimination to Americans with disabilities as the Civil Rights Act of 1964, which made discrimination based on race, religion, sex, national origin, and other characteristics illegal.
- ▶ Disability is defined as "a physical or mental impairment that substantially limits a major life activity."

AMERICANS WITH DISABILITIES ACT

- ▶ Certain specific conditions are excluded as disabilities, such as current substance abuse and visual impairment which is correctable by prescription lenses.
- ▶ On September 25, 2008, President George W. Bush signed into law The ADA Amendments Act of 2008 (ADAAA), intended to give broader protections for disabled workers and "turn back the clock" on some court rulings.

HUMAN RIGHTS

- **Human rights** are the basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law

CONSUMER RIGHTS

- Consumers are individuals and have the same rights as each of us or any other US citizen
- Includes the right to vote and not to be discriminated against due to race, color or religious affiliation
- Consumer has the right to be free of interference, coercion, discrimination and retaliation when they exercise any of their rights

CONSUMER RIGHTS

- No qualified disabled person may be excluded from participating in any activity
- Reasonable accommodations/modifications must be made to programs and/or facilities
- If the consumer is judged incompetent under the laws of the state, the person appointed by the state to act on their behalf exercises their rights

CONSUMER RIGHTS

- Right to be treated with dignity and respect, to pursue a meaningful life and to be free of fear
- Right to quality care, regardless of who is paying for it
- Right to privacy and confidentiality
- Right to information

CONSUMER RIGHTS

- Right to choose
- Right to notification of change
- Protection of personal funds and property
- Right to file complaints or grievances
- Right to be free from physical or chemical restraints or abuse or neglect

CONSUMER RIGHTS

- Violating a consumer's rights is against the law and can be punished by being fired and being fined or sent to jail

HOW CAN YOU HELP ?

- Encourage the consumer to exercise his/her rights
- Help the consumer exercise his/her rights
- Give the consumer choices
- Respect the consumer's privacy and confidentiality
- Answer the consumer's questions truthfully

DIGNITY

- Treating consumers how they want to be treated
- Treating the consumer as valuable
- Showing respect
- Individualizing care, considering the consumer's likes, dislikes and preferences

DIGNITY

- Keeping the consumer covered during personal care
- Asking permission before aiding or giving care
- Calling the consumer by their preferred name
- Sensitive to the consumer and careful with their belongings

DIGNITY

- Consideration of the consumer's needs, wants and rights.
- Respecting others—even when their behavior does not seem appropriate to you—is part of care giving.

DIGNITY

- Honor the consumer's life!!
- REMEMBER: The consumer **does not** always see themselves the way you see them. They may see themselves as they were at some other time in their lives. We must respect the individuality of the consumer
- When consumers have dignity, they feel better about themselves.

WHAT CAN YOU DO ??

- Promote the consumer's dignity by getting to know them and treating them as the important people they are.
- As the consumer's self-esteem improves:
 - They may play a more active role in their own care
 - They may regain lost physical capacities
 - They may engage more in social activities
 - They may eat and sleep better and reach their optimum level of wellness

EXAMPLES OF BEHAVIORS THAT PROMOTE DIGNITY

- Knock and ask permission to enter
- Listen without interrupting
- Do not touch personal belongings without permission
- Offer choices
- Treat like an adult
- Ask preferences in food, activities, etc.
- Call by their preferred name
- Help them to stay clean and dry
- Encourage abilities

EXAMPLES OF BEHAVIORS THAT DO NOT PROMOTE DIGNITY

- Using the consumer's house or cell phone
- Transporting the consumer to attend to the worker's personal business
- Speaking for the consumer
- Not allowing the consumer adequate time to answer or state their preferences
- Treating the consumer like a child
- Teasing the consumer
- Exposing the consumer during care
- Ignoring the consumer while performing care

THE END