

761 . Behavior Management and Discipline Policy

Policy

Individualized behavior management and discipline at Northwoods shall be based on an assessment of a resident's needs, stage of development and behavior to promote self-control, self-direction, self-esteem, and an acceptable pattern of social behavior appropriate to the resident's age and development level.

The methods of behavior management and discipline used at Northwoods shall be based on the concept and application of the least restrictive effective treatment and positive reinforcement.

Whatever methods of behavior management and discipline are deemed to be appropriate for a particular resident, employees shall be instructed by the Chief Administrator to make every effort to apply the methods in a positive and consistent manner.

Procedures

Northwoods shall use the following methods to manage the behavior of a resident or to discipline a resident.

- A Northwoods "group meeting" with employees and residents during which the resident accepts responsibility for inappropriate behavior, commits to appropriate behavior in the future, and accepts any group-determined work assignment(s).
- Loss of personal items or privileges for an appropriate period of time.
- A reduction or loss of the resident's allowance account for an appropriate period of time.
- Various work assignments.
- On-campus confinement
- Time out.

Northwoods shall not use the following methods to manage the behavior of a resident or to discipline a resident:

- Physical force, except the physical restrain procedures authorized by the Department of Health and Welfare.
- Any kind of punishment inflicted on the body, including spanking, hitting, slapping, spitting, kicking, shaking, pulling hair, pinching, twisting of an arm or leg in a way that would cause pain or injury to the resident, kneeling and sitting on the chest of a resident, placing choke hold on a resident, bending back a finger, and shoving or pushing the resident into a wall, floor, or other stationary object.
- Cruel and unusual physical exercise, including forcing a resident to take an uncomfortable position.
- Verbal abuse, ridicule, humiliation, profanity and other forms of degradation directed at a resident or a resident's family.
- Locked confinement in any area on the premises except an area that has been previously approved by the Department for confinement of a resident and that is deemed to be in conformance with the rules administered by the Department.
- Withholding of food, essential clothing (non-essential clothing may be withheld), bedding, rest, toilet use, bathing facilities, and entrance to the campus or residence house.
- Denial of visits or communication with the resident's family except as specified in the resident's Service Plan or court order.
- Disciplining one or more non-offending residents for the actions of the offending resident.
- Denial of educational, medical, counseling, and social services.
- Placing anything in or on a resident's mouth.
- A physical work assignment that produces unreasonable discomfort.

The Behavior Management and Discipline Policy shall be explained to a new resident upon his arrival at Northwoods. Documentation that this policy and the procedures that implement it have been explained to the new resident shall be included in the resident's permanent record.