

LAS CUMBRES COMMUNITY SERVICES
HUMAN RIGHTS POLICY, HUMAN RIGHTS COMMITTEE
And
TITLE VI RIGHTS

It is the policy of Las Cumbres Community Services to protect and promote the human rights of all its person served and their families.

Las Cumbres Community Services acknowledges that citizens who are disabled have the same rights and freedom that any other citizen within the United States enjoy through such documents as the Bill of Rights amendments to the Constitution of the United States. Las Cumbres Community Services additionally respects the following rights, some of which have been outlined the federal courts as belonging to citizens who are developmentally disabled.

THE RIGHT TO:

- . treatment and habilitation
- . education
- . appropriate services in the least restrictive setting and to community living and working
- . an individual program plan
- . normalizing services
- . social integration (to be served and to serve the rest of society)
- . social and living conditions and to employment for wages appropriate to one's age
- . freedom from stigma and discrimination
- . freedom from abuse/neglect or exploitation of any kind
- . register and vote
- . religious choice
- . freedom of speech
- . assemble
- . be free from unlawful search/seizure
- . health care
- . due process of law
- . personal belongings, ownership and privacy
- . confidentiality and privacy
- . self-determination (i.e. to make their own decisions)
- . associate persons of their choice
- . manage their own fiscal affairs
- . purchase property
- . decline participation in research projects
- . be able to report an incident or file a grievance without repercussion
- . participate and benefit from our services regardless of race, color, or natural origin

It is understood that each right has a commensurate responsibility as noted in the **Persons in Service Handbook for Adults**.

If any participant in Las Cumbres Community Services feels that his or her rights have been violated, then that person shall follow the "Grievance Policy and Procedure for Those Served".

In order to ensure protection and promotion of rights, a Human Rights Committee shall be formed and maintained.

Human Rights Committee

The membership of the Human Rights Committee shall be appointed by the Las Cumbres Community Service Board President and shall consist of individuals served (persons served and or their representatives (parents, guardians, other family members), and relevant qualified professionals who, when the Committee is reviewing a research project or behavior management plan, are not otherwise involved in review or approval of the project or plan under review. At least one-third of the Committee's members shall not otherwise be affiliated with Las Cumbres Community services. The number of members of the Human Rights Committee may change as needed. The Human Rights Committee will maintain confidentiality in all procedures.

Duties and Responsibilities

The Human Rights Committee shall elect a chairman who shall be responsible for calling full committee meetings when necessary. The duties and responsibilities of the Committee shall be:

1. To assist the Executive Director in screening alleged instances of abuse, neglect and/or exploitation of persons served by Las Cumbres Community Services staff or volunteers as specified in the Abuse/Neglect Policy.
2. To support the Executive Director invoking appropriate sanctions according to policy for any employee or volunteer against whom allegations of persons served abuse/neglect or exploitation are sustained. NOTE: All instances of alleged abuse/neglect or exploitation by Las Cumbres Community Service staff or volunteers shall be reported by Executive Director to the chairperson of the Human Rights Committee within 24 hours of the occurrence. The chairperson will determine the need for a full committee meeting.
3. The Human Rights Committee has the duty to investigate alleged instances of rights violations at the request of the LCCS Executive Director, and shall member, person served (or their representative).

4. To approve any unusual behavior management program for any LCCS person served, including plans with call for:
 - a. Aversive measures
 - b. Time out procedures in excess of state time (Behavior Management Policy).
 - c. Use of restraint
 - d. Use of medication for behavior management purpose.

5. To approve any plan which involves the use of LCCS persons served in any research project to assure:
 - a. That the right and welfare of research subjects are protected and that no research project is detrimental to the welfare of any person served.
 - b. That informed consent to participation in research is obtained by adequate and appropriate methods from persons served or their parents or guardians.
 - c. That no Las Cumbres person served will be used in research which is unrelated to the person's welfare. Preferable, the goals of the research will be applicable to and of potential benefit to the participating person served.

At each meeting of the Committee, a recorder shall be appointed to record the proceedings and present them to the LCCS Executive Director. A meeting of the full Committee shall require a quorum of two-thirds its membership as a minimum in attendance. The chairperson has the power to appoint one or several committee members to investigate alleged policy violation. When this partial investigation is a recommendation for action will be given. All hearings by the Human Rights Committee shall be conducted in as timely a manner as soon as possible.

Notifying the Public of Rights under Title VI - English

- Las Cumbres Community Services operates its programs and services without regard to race, color, national origin and disability in accordance with Title VI of the Civil Rights Act and the American with Disabilities Act of 1990. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with Las Cumbres Chief Operations Officer.
- For more information on the Las Cumbres Community Services civil rights program, and the procedures to file a complaint, please call (505) 629-1680 or (505) 753-4123, email: nanette.martinez@lccs-nm.org; or visit our administrative office at 104 S Coronado., Espanola , NM 87532. For more information, visit www.lascumbres-nm.org.
- If information is needed in another language, please contact 1-800-554-0936 or (505) 827-1774.

Notificación al Público de los Derechos Garantizados por Título VI - Español

- Las Cumbres Servicios de Comudar opera sus programas y servicios, sin distinción de raza, color y origen nacional y disabilitado, según el Título VI de la Ley de Derechos Civiles y la le de estadosunidos con discapacidades de 1990. Cualquier persona que cree o que ha sido perjudicada por una práctica discriminatoria ilegal bajo el Título VI, puede presentar una queja con el Departamento de Transporte de Nuevo México.
- Para obtener más información sobre el programa de derechos civiles del Las Cumbres Servicios de Comudar o para obtener más información sobre los procedimientos para presentar una queja, llame al (505) 629-1680 o al (505) 753-4123. Email: nanette.martinez@lccs-nm.org, o visite nuestras oficinas administrativas en 104 S Coronado Espanola, NM 87532 . Para obtener más información, visite www.lascumbres@lccs-nm.org
- Si se necesita información en otro idioma, por favor póngase en contacto con 1-800-554-0936 or (505) 827-1774

Signature: _____ Date: _____
(Parent and/or Guardian)