



Ethics in Home and Community Services

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Ethics:
A set of principles (or values) governing a person's or group's behavior.

Miriam Webster, 2020



Values identified in rules

- Requirement of Mission Statement
- High Quality Supports and Services to Members
- Rights of the Member
- Member Confidentiality
- HCBS philosophy
- Dignity
- Community Integration
- Desired Outcomes
- Ethical, safe, humane and efficient behavioral interventions
- Free from abuse
- Safety
- Collaboration
- Individual and Organizational Improvement
- Individualized
- Member Choice



More from the rules

- 77.25(5) Residential and nonresidential settings. Effective March 17, 2022, all home- and community-based services (HCBS), whether residential or nonresidential, shall be provided in **integrated**, community-based settings that support **full access** of individuals receiving Medicaid HCBS to the greater community, including opportunities to seek **employment and work in competitive integrated settings**, engage in community life, **control personal resources**, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS. Settings shall **optimize individual initiative, autonomy, and independence in making life choices**, including but not limited to daily activities, physical environment, and with whom to interact.



HCBS providers have multiple constituents

- Medicaid Members
- Families
- Guardians
- Funders
- Case managers
- Other service providers
- Community members



The values of all
constituents is not always
the same



Examples of shared values

- Working in best interest of the participant
- Bias free services
- Free from harm
 - Intentional and non-intentional
- Safety
- Risk Management
- Professional Boundaries
- Conflict free services
- Competence



**At times value can come
into conflict**





Ethical dilemmas
occur when two
potentially justifiable
solutions are in
conflict

**What are
examples of
ethical dilemmas
you deal with?**





What process do you
use as an organization
do you use to resolve
these dilemmas?



Small Groups



Small group work

- Identify a spokesperson for your group
- Choose a fictional ethical dilemma
- Apply the model to your situation
- Walk through each step and discuss



Considerations going forward

- Organizational Training
- Development of systems to support decision making
- Utilizing process in daily practice



Thank you.



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