



NONVIOLENT CRISIS INTERVENTION TRAINING – AD-III-8

POLICY:

All recipients of service shall be encouraged to develop and display appropriate behaviours when dealing with frustration and conflict.

In the event of aggressive behaviour towards oneself, others or the environment, only approved techniques shall be used to prevent and reduce danger of harm to persons or property. Regulations under the Services and Supports to Promote the Social Inclusion of Persons with a Developmental Disability Act require that all staff/volunteers who directly support persons with developmental disabilities who have challenging behaviours must have successful completion of training in the use of physical restraints and alternative behaviour management interventions using a Ministry-approved program.

All designated staff/volunteers shall maintain current certification in the Nonviolent Crisis Intervention® (NCI) as set by the Crisis Prevention Institute (CPI) and OPTIONS northwest. OPTIONS northwest supports the CPI - NCI philosophy of care, welfare, safety and security for everyone affiliated with the agency.

PURPOSE:

To ensure staff, volunteers and recipients of service are supported through the use of recognized teachings/ techniques in order to prevent and reduce danger or harm to persons or property.

PROCEDURE:

All current and newly hired designated employees and volunteers of OPTIONS northwest are required to possess a valid NCI certificate in order to work, subject to any exceptions noted below and/or as approved by the Executive Director.

All NCI participants will be required to sign a Due Care Contract for participation in the Nonviolent Crisis Intervention Training program (Appendix A)

Participants will be required to perform Personal Safety and Control Unit skills in accordance with the standards set by the CPI and complete a post-test at the end of each program, achieving a passing grade of seventy-five percent (75%) before NCI certification/recertification will be issued.



1. INITIAL CERTIFICATION

- a. Designated Staff and volunteers without a current NCI Certification upon hire shall complete their two-day initial training prior to beginning work with persons they will be supporting.

2. REFRESHER COURSES

- a. Designated staff and volunteers shall maintain the currency of their training through scheduled attendance at a one-day refresher course at least once in every three year period.
- b. More frequent refreshers may be imposed by the Director/Residential Supervisor of a specific site based on the needs of the individuals and employees/volunteers in that location.
- c. Failure to attend and successfully complete a refresher course within 30 days of expiry shall result in the employee not being scheduled to work and being placed on a leave without pay until such time as they are able to produce a current NCI certificate. Volunteers will not work without direct supervision and may also be placed on leave, depending on the volunteer arrangements.
- d. If an employee/volunteer fails the post test, he/she will have opportunity to take a retest.
- e. Failure to produce a current NCI certificate within a reasonable length of time shall result in termination of employment or volunteer placement.

3. EMPLOYEES RETURNING FROM LEAVE OF ABSENCE

- a. Staff returning from a leave of absence, and who require refresher training, must successfully complete the refresher course prior to or within 30 days of their return to work.
- b. Failure to successfully complete the refresher within the 30 days of return will result in the employee not being scheduled to work until they are certified. This shall be achieved through placing the employee on a leave without pay until such time as they are able to produce a current NCI certificate.
- c. Failure to produce a current NCI certificate within a reasonable length of time shall result in termination of employment.

RECOMMENDED BY: Administrative Committee

APPENDICES: 1

OPERATIONAL ACCOUNTABILITY: Administration, Human Resources, Client Services Administration, Client Services, Community Resource Team

ORIGINAL POLICY DATE: July 1996

AUTHORIZED BY: Executive Director

SIGNATURE:

Thunder Bay D.S. Agencies Training Consortium
Nonviolent Crisis Intervention Certification

Attendance Register and Due Care Agreement for Participants

Date: _____

Location: _____

Time: _____

Resource Person: _____

I agree to the following program safety rules:

- I will respect other participants as peers.
- I am responsible for the safety of others with regard to my actions
- I am responsible for gauging myself with respect to any past/current injuries and my comfort level performing any given technique. If I have any concerns, I will see my instructor at a break.
- I will not engage in horseplay.
- I will not teach other techniques.
- In all role-plays/techniques, I will act only on my Instructor's direction.
- I will cooperate, not compete.
- I will report all injuries to my Instructor immediately.
- I will take time to warm up and stretch before performing any physical activity, and I will drink plenty of fluids throughout the day.
- I will be conscious of the space around me and always consider safety while practicing physical techniques. I must remember that there are others who are practicing near me.
- During physical exercises, any participant can ask to stop the activity at any time, for any reason. If, while practicing physical exercises, my partner asks me to stop the activity, I will take the request seriously and immediately discontinue the exercise.
- I will inform my Instructor prior to class of any injuries or limitations.

Day 1 Signature	Day 2 Signature	Employer/Sponsor