



## Policy: Behavior Support and Management

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We are strongly committed to taking all necessary steps at the Mary A. Rackham Institute to promote and maintain a “safe and therapeutic environment.” Our leadership team and staff have a shared vision that emphasizes:

- the importance of safety for all (staff, clients, trainees, visitors),
- the importance of minimizing the use of restrictive or controlling behavior management interventions,
- the importance of providing the necessary training, support, and resources to ensure safety.

We understand that disruptive, unsafe or unpredictable behavior can occur. When it does, our goal is to prevent the escalation of such behaviors when possible and to be prepared to manage the behavior if necessary. Our staff attend the *Nonviolent Crisis Intervention Training* program, which teaches us to implement appropriate response procedures. These include strategies for de-escalating problem behaviors. *We do not allow restrictive behavior management.*

Our goal is to provide for the *Care, Welfare, Safety, and Security* of all those who are involved in a crisis situation.

### Record of Revisions:

<b>Date of Issue</b>	<b>Description of Change</b>	<b>Page(s) Affected</b>	<b>Approved By</b>
12/20/2013	Approved	All	Cheryl King
7/30/2014	Updated to MARI and format Changes	All	Hannah Maine