

Policy:

Palmer's Home Care staff will be trained in Positive Behavior Supports within 90 days of their date of hire. All Palmer's Staff will also be trained in de-escalation and coping skills. Staff will also be trained on each individual plan before working with the individual, to know negative behavior trends and the coping skills that work best for each individual.

Palmer's Home Care does **NOT** perform any holds or restraints to any individual within our services. If an individual remains agitated after redirection, time by themselves – directed by the individual's choice, or any other coping skill as directed by the individual plan, and the agitation/behavior becomes physically aggressive and the health of the individual, a housemate, or staff is at risk, Palmer's Home Care staff may call the police. This is the last resort, but no holds or restraints will be used.

Approved by: _____

Heath Clark, Executive Director