

BSOF Sexual Abuse Action Plan Update

Information Sharing and Advisory Committee (ISAC)
June 14, 2022

Organizational Reach:

The Pennsylvania Department of Human Services - through the Office of Developmental Programs - operates four Intermediate Care Facilities, called State Centers, for people with intellectual/developmental disabilities including Autism. The State Centers include Ebensburg State Center located in Cambria County, Polk Center in Venango County, Selinsgrove Center in Snyder County and White Haven Center in Luzerne County. Currently State Centers serve 757 people with intellectual/developmental disability and autism across the life span. The State Centers places a high value upon the self-determined principles of everyday lives, which promotes that people, and their families want to have an everyday life that is typical of the general population. The State Centers employ multidisciplinary staff that serve the individuals living in State Centers.

Organizational Approach to Achieving the Goal of the ODP Sexuality Policy

The organizational approach at State Centers is to address the serious issue of sexual abuse through participation in the development, and initiation of training for individuals with I/DD, professionals, family members and direct care staff. This training will align with the ODP Bulletin *Guidelines Concerning Sexual Health, Personal Relationships, and Sexuality*. The Administration, Board of Trustees and Human Rights Committee are committed to increasing awareness and preventing sexual abuse. The Sexual Abuse Awareness Training Initiative is a multi-phased approach that will meet the educational and resource needs of individuals with IDD and Autism, and provide training to staff serving the individuals at State Centers.

Initial Action Plan

Administrative Entity Name:	Bureau of State Operated Facilities (BSOF)	Year: 2019
Focus Area:	Awareness and Prevention of Sexual Abuse of People with IDD	
Desired Outcome:	To increase awareness, improve recognition and reporting of sexual abuse using a trauma informed approach across State Centers	
Target Objective:	By June 30, 2020 all state center staff to attend min. Module 1, and all people living in state centers to attend Module 2.	
Data Source(s):	Reports from Center Leads and workgroup members; incorporate goals into the Center's LIFE plan for the next fiscal year	
Responsible Person:	Bureau Lead = Nicole Ferrebee-Phillips Centers Leads = Polk Center: Chris Blauser, Ebensburg Center: Jennie Bastian, Selinsgrove Center: Crystal Sparks, White Haven Center: Cindi Powell	

- 2018 State Centers established sexual abuse prevention initiative.
- 2018 Action Plan approved by Program Office.
- 2019 Module 1 Developed and approved.
- 2019 Module 1 Powerpoint and Training Manual approved
- 2020 Kickoff letter from each State Center facility Director and Kevin Dressler, BSOF Director sent to families and stakeholders regarding the initiative.
- To date 743 State Center staff have completed Module 1

- Module 1
- Awareness and Prevention of Sexual Abuse of People with Disabilities
- Provide Introductory training and resources for all employees about the rights of people with disabilities to express their sexuality and have relationships free of abuse and victimization.
- Audience: All State Center staff and Contract Staff
- Module 2
- Sexual Abuse Awareness and Prevention of People with Disabilities-
for Self Advocates
- Provide educational training and resources for individuals with I/DD and Autism
- Audience: All individuals living in State Centers

- Module 3
- Awareness and Prevention of Sexual Abuse of People with Disabilities-
for DSP
- Provide Recognizing symptoms and features of sexual abuse training to all employees
- Audience: Direct Support Professionals
- Module 4
- Sexual Abuse Awareness and Prevention of People with Disabilities-
Trauma Informed Care
- Provide Trauma Informed Care including Sexual Abuse training.
- Audience: Administration, Nursing, Certified Investigators and Psychological Services staff

Future Commitments



- Increase number of staff trained on Module 1. By August 2022 each center will develop a plan to train current staff. Limitations exist due to COVID 19 restrictions and staffing shortages.
- Continue to train all new hire staff on Module 1 during orientation. Completed by Staff development or Core Team Member.
- Initiate training on Module 2 for all self advocates living at a State Center. The identified Core Team for each center will develop plan to train all self advocates by 12/31/2022.
- Complete PowerPoint and Training Guide for Modules 3 and 4. Collaboration between Center Leads. Submit to Kevin Dressler for approval by March 2023.
- Initiate training on Module 3 for all DSP staff working at a State Center. The identified Core Team for each center will develop plan to train all DSP Staff by August 2023.
- Initiate training on Module 4 for all professional staff (Administration, MD, RNS, Certified Investigators and Psychology staff) at State Center. The identified Core Team for each center will develop plan to train all identified staff by 12/31/2023.

The State Centers commit to continue to build capacity to recognize and reduced sexual abuse. The Sexual Abuse Awareness Initiative continues to expand knowledge and training for people living in State Centers, Direct Support Professionals and Professional staff.

The State Centers continually strive to educate people with I/DD, direct support professional, professional staff, families and stakeholders through on-going communication.