

NORTHCARE NETWORK

POLICY TITLE: Inclusion Policy	CATEGORY: Clinical Practices	
EFFECTIVE DATE: 12/11/19	BOARD APPROVAL DATE: 12/11/19	
REVIEW DATE: <i>previously part of Inclusion-Prevention of Relapse</i> 12/18/23	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
RESPONSIBLE PARTY: Clinical Practices Coordinator	CEO APPROVAL DATE: 1/4/24 Megan Rooney, CEO	

APPLIES TO

NorthCare Network Personnel
Network Providers

POLICY

It is the policy of NorthCare Network to support individuals in their efforts to direct their own lives. Network providers customize services, supports and accommodations through respectful, culturally competent, recovery-based practices; person-centered planning as a shared decision-making process; and a trauma informed culture of safety. Programs are designed to be congruent with the norms of the community and work to promote normalization in the community. NorthCare Network, via the Community Mental Health Specialty Providers and NorthCare Network Substance Use Disorder Providers, assists each consumer by providing medically necessary services and supports to help approach each day's challenges, overcome disabilities, acquire skills, live in community, and contribute to society in meaningful ways. These services are designed to maximize the effective freedom and community inclusion of the individual. Individuals will be encouraged to make informed treatment decisions.

PURPOSE

These standards apply to adults with mental illnesses; children with serious emotional disorders; individuals with developmental disabilities; and individuals with substance use disorders or co-occurring disorders. The standards addressed include: inclusion, integration, participation and accommodation into the individuals' communities. This policy guides the design of the service and support arrangements to allow consumer ownership of the recovery process to the fullest extent possible.

DEFINITIONS

1. **Advance Directive:** means a written instruction such as a living will or durable power of attorney for healthcare, recognized under State law (whether statutory or as recognized by the courts of the State), relating to the provision of health care when the individual is incapacitated.
2. **Community:** refers to both society in general, and the distinct cities, villages, townships, and neighborhoods where people, under a local government structure, come together and establish a common identity, develop shared interests and share resources.

3. **Inclusion:** means recognizing and accepting people with mental health needs and/or developmental disabilities and/or with substance abuse disorders or co-occurring disorders as valued members of their community.
4. **Integration:** means enabling consumers to become, or continue to be, participants and integral members of their community.
5. **Normalization:** means rendering services in an environment and under conditions that are culturally normative. This approach not only maximizes an individual's opportunities to learn, grow and function within generally accepted patterns of human behavior; it also serves to mitigate social stigma and foster inclusion.
6. **Recovery:** from mental disorders and substance use disorders as defined by SAMHSA as of 12-22-11 is: A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential. SAMHSA also has delineated four major dimensions that support a life in recovery:
 - Health: Overcoming or managing one's disease(s) or symptoms as well as living in a physically and emotionally healthy way.
 - Home: A stable and safe place to live.
 - Purpose: Meaningful daily activities, such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income, and resources to participate in society.
 - Community: Relationships and social networks that provide support, friendship, love, and hope.
7. **Recovery Oriented System of Care:** supports an individual's journey toward recovery and wellness by creating and sustaining networks of formal and informal services and supports. The opportunities established through collaboration, partnership and a broad array of services promote life enhancing recovery and wellness for individuals, families, and communities. (ROSC TSC 2010)
8. **Self-Determination:** means the rights of an individual to exercise his or her own free will in deciding to accept or reject, in whole or in part, the services which are being offered. People cannot develop a sense of dignity unless they are afforded the freedom and respect that comes from exercising opportunities for self-determination.

REFERENCES

- www.samhsa.gov, Working Definition of Recovery, SAMHSA News Release, 12/22/12
- MDHHS Recovery Policy & Practice Advisory
<https://www.michigan.gov/mdhhs/keep-mi-healthy/mentalhealth/drugcontrol/reportstats/reportcontent/policies-and-advisories>
- MDHHS Self Determination Policy and Fiscal Intermediary Guideline
- NorthCare Network Policies:
 - Independent Facilitation, Treatment Planning for Integrated Healthcare
- 42CFR Subpart F, section 438.6(i) Advance Directives
- MDHHS/PIHP Contract Inclusion Practice Guideline
<https://www.michigan.gov/mdhhs/keep-mi-healthy/mentalhealth/mentalhealth/practiceguidelines>

HISTORY

Previously part of the rescinded Inclusion-Prevention Relapse Policy

NEW POLICY: 12/11/19

REVISION DATE: 10/21/20, 5/31/22, 2/21/23, 12/18/23

REVIEW DATE: 10/21/20, 7/19/21, 5/31/22, 2/21/23, 12/18/23

CEO APPROVAL: 12/3/19, 11/3/20, 9/7/21, 6/9/22, 6/5/23, 1/4/24

BOARD APPROVAL: 12/11/19

PROCEDURES

- A. Organizationally, inclusion is promoted by establishing internal mechanisms that:
1. Train staff in the natural supports available in the consumer's community.
 2. Assure all consumers will be treated with dignity and respect.
 3. Assure consumers, including those who have advocates or guardians, have genuine opportunities for consumer choice and self-representation. This requires a continuous process of education as to the availability of community resources and community services as treatment progresses and an individual establishes a foundation for building their recovery.
 4. Provide for a review of consumer outcomes.
 5. Provide opportunities for representation and membership on planning committees, work groups, and agency service evaluation committees.
 6. Invite and encourage consumer participation in sponsored events and activities of their choices.
 7. Encourages consumers to be active in their treatment and discharge planning process and subsequent linking to community resources.
- B. NorthCare Network will promote via its provider network, the delivery of clinical services and supports. Consumers are provided with the information and opportunities they need to make informed treatment choices. This includes helping consumers with, but is not limited to, the following:
1. Address the social, chronological, cultural, and ethnic aspects of services and outcomes of treatment.
 2. Learn how to make one's own decisions and take responsibility for them.
 3. Understand his or her social obligations.
 4. Help individuals gain social integration skills and become more self-reliant.
 5. Encourage and assist adults to obtain and maintain integrated, paid employment in the labor market(s) of their communities, irrespective of their disabilities. Such assistance may include but is not limited to helping them develop relationships with co-workers both at work and in non-work situations. It also includes making use of assistive technology to obtain or maintain employment.
 6. Assist adult consumers to obtain/maintain permanent, individual housing integrated in residential neighborhoods.
 7. Help families develop and utilize both informal interpersonal and community-based networks of supports and resources.
 8. CMH's will provide children with treatment services that support children to live with their permanent families through family preservation, institutional and foster care placement prevention, family reunification and coordination of adoption services.