

impact:ability

empowering people with disabilities to prevent abuse
Triangle, Inc.

Some Principles of Management & Leadership for Abuse Prevention

Present & Accessible

Supervisors observe and understand the daily realities of the work, they can offer guidance to help staff improve and catch problems early.

Supervisors Model Supporting Body Integrity, Respect & Choice

Staff can watch supervisors work and see that they are asking for permission before touching a student, supporting a student in choosing how they are touched, and interacting with students in a supportive and respectful manner.

Openness to Problems and Concerns

People learn a lot from how their supervisors respond when problems are brought to their attention. If supervisors thank staff for raising problems and actively engage in addressing them, staff are more likely to trust that supervisors will respond to concerns about abuse.

Accountability and Challenge

Supervisors are direct, assertive and clear when something goes as it shouldn't. Risky or potentially abusive actions don't go unnoticed or unaddressed.

Troubleshoot Systemic Problems and Advocate for Staff

When organizational practices or limitations place unreasonable demands or unnecessary stress on staff, supervisors intervene and work to change conditions.

Trauma-informed

Supervisors recognize the effects of abuse and trauma on both students and staff, and can be understanding and creative when people are affected by the work. Supervisors help staff understand students' reactions to trauma so that staff can be more respectful and effective in their work.

Shared Decision Making and Choice About Working Conditions When Possible

Respecting and welcoming staff to communicate their boundaries and limits. Sharing power and guarding against frustrations that come from lack of choice or agency.

High Expectations: Help Staff See the Mission and Organizational Values

People see that their work is part of something larger and that their daily responsibilities contribute to and are consistent with the organization's values and purpose.

Commitment to Training and Ongoing Education

Providing access to consistent, relevant education that gives staff the tools to be more effective in their work. When possible, creating access to training that is in line with staff members' interests.