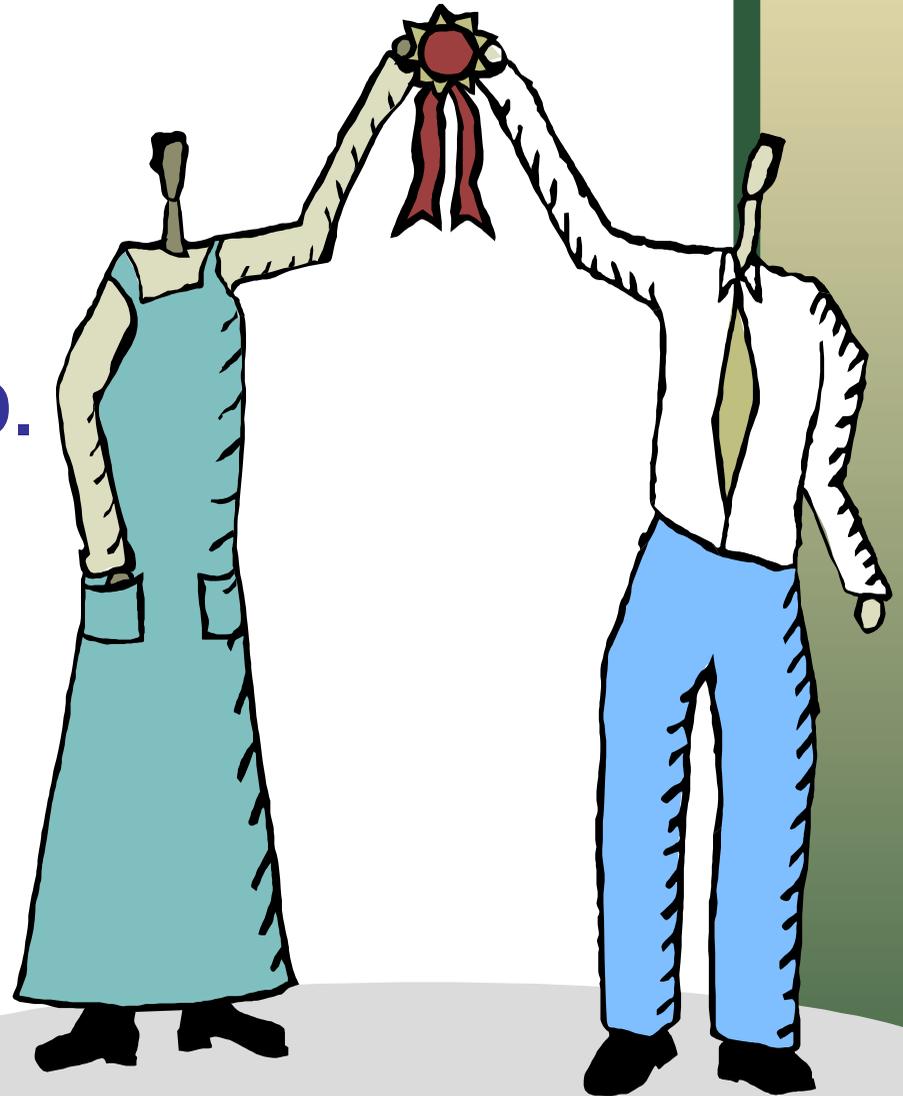


Achieving the Right of Adult Status

Universal
LifeStiles

by

Thomas E. Pomeranz, Ed.D.



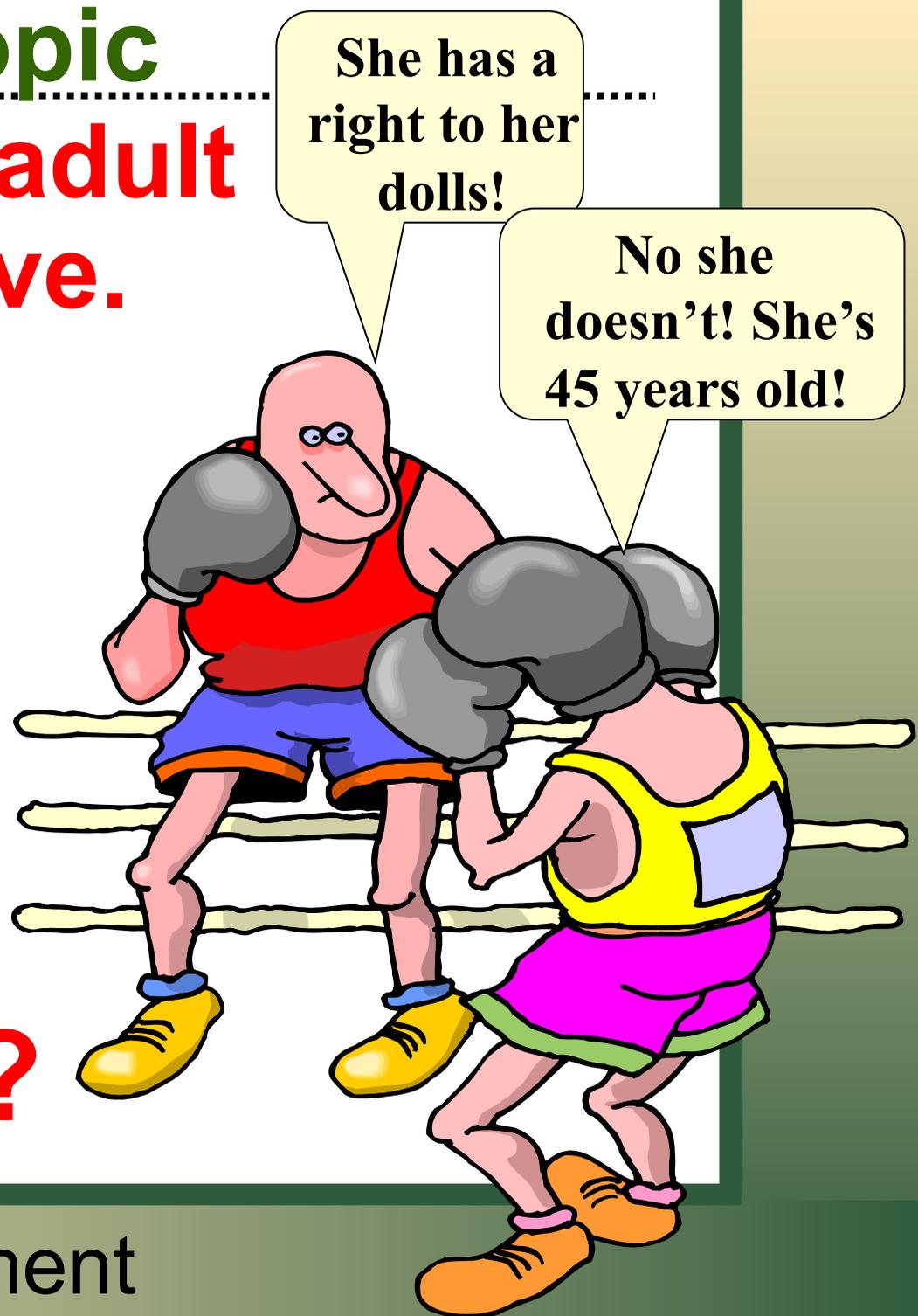
Universal Enhancement

Contentious Topic

The subject of “adult status” is emotive.

Most staff have an opinion, regardless of education or experience!

What drives this emotion?



Universal Enhancement

Swinging Pendulum

Childhood

Children in adult bodies

Child-like artifacts

Infantilize interactions

**Child-Like
Environment**

Adulthood

**Valued items
removed**

**Alternatives not
offered**

**Insensitive to
feelings**

**No
Childhood
Vestiges**



Universal Enhancement

Seen As Children

**Adults with
intellectual
disabilities are
not children in
adult bodies.**

**An adult is
determined by
virtue of age,
not competence.**

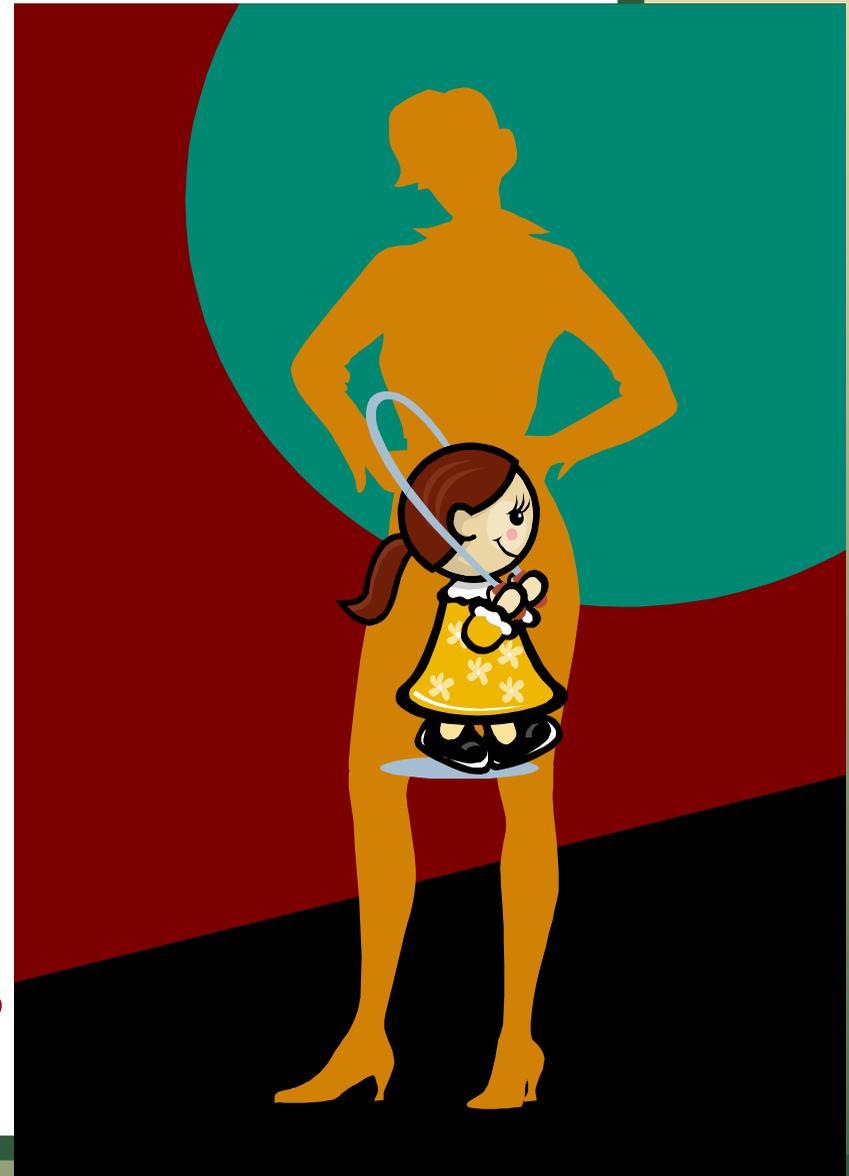


Universal Enhancement

Where's The Logic?

Why do we treat them as children?

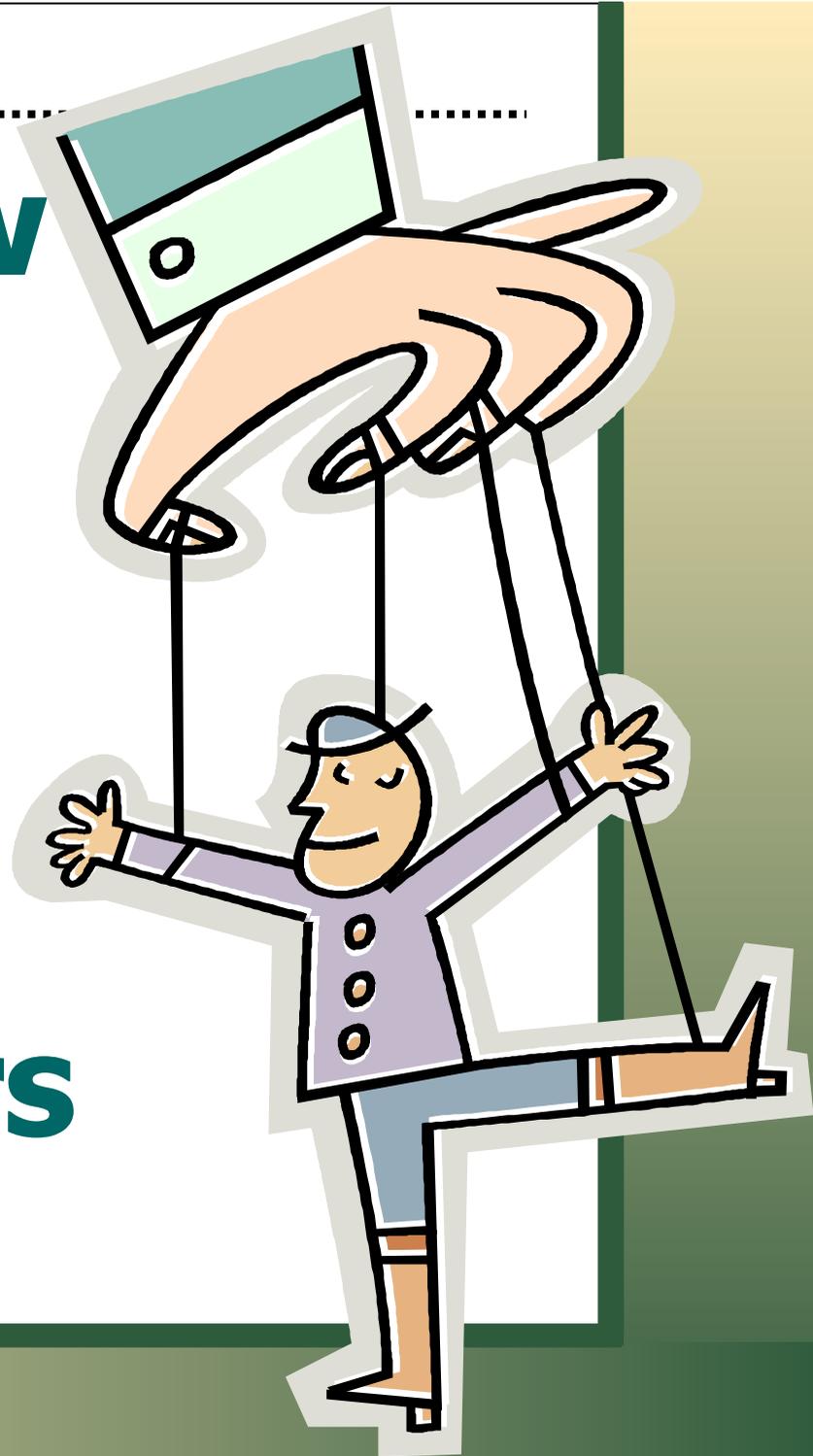
- **Guilt**
 - **Parental expectation**
 - **That's how they wish to be treated**
 - **They're more responsive**
 - **Facilitates bonding**
 - **That's how my supervisor relates**
 - **They are not adults**
- What's your explanation?***



Universal Enhancement

Consigned

**Customary law
consigns them
to be children
all their lives;
under the
oversight of
their caretakers
and clinicians.**



Universal Enhancement

Paths Traveled

Adult status is not achieved by jumping hurdles, but rather by following the paths of life's experiences.



Universal Enhancement

Infantilize

To reduce to an infantile state or condition.

To treat or condescend to as if still a young child.

How are we doing today young lady?



Universal Enhancement

Respecting Children

If treating adults with intellectual disabilities as babies is disrespectful, why is it respectful to treat children as babies?

Universal Enhancement



Prejudice

Infantilizing is a common behavior of those who hold a prejudice based upon:

Race

Age

Nationality

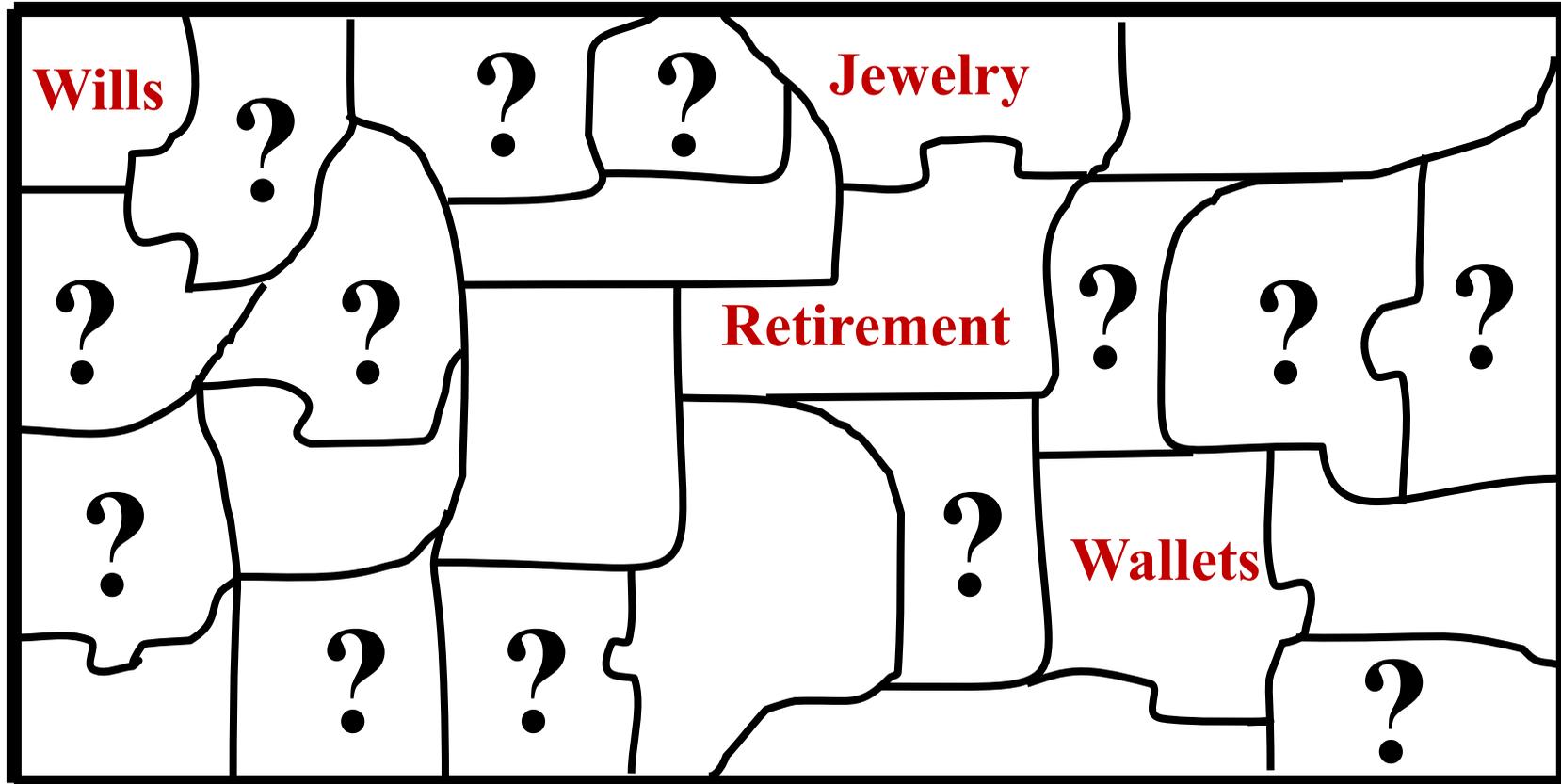
Disability

Don't we look cute today!



Universal Enhancement

Adult Status Jigsaw Puzzle



Universal Enhancement

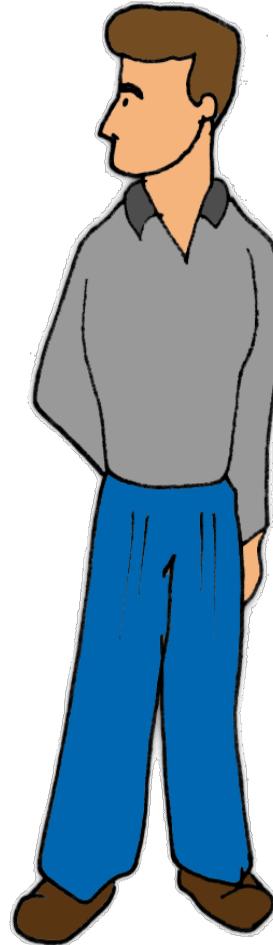
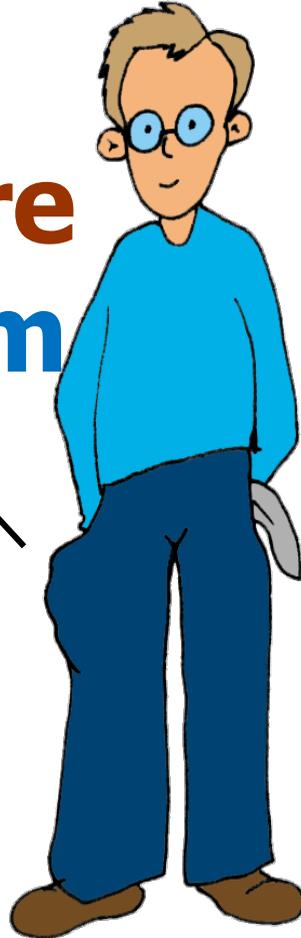
Pockets and Purses

String

Apple core

**Styrofoam
cup**

**Rubber-
bands**



Wallet

Keys

iPhone

Pen

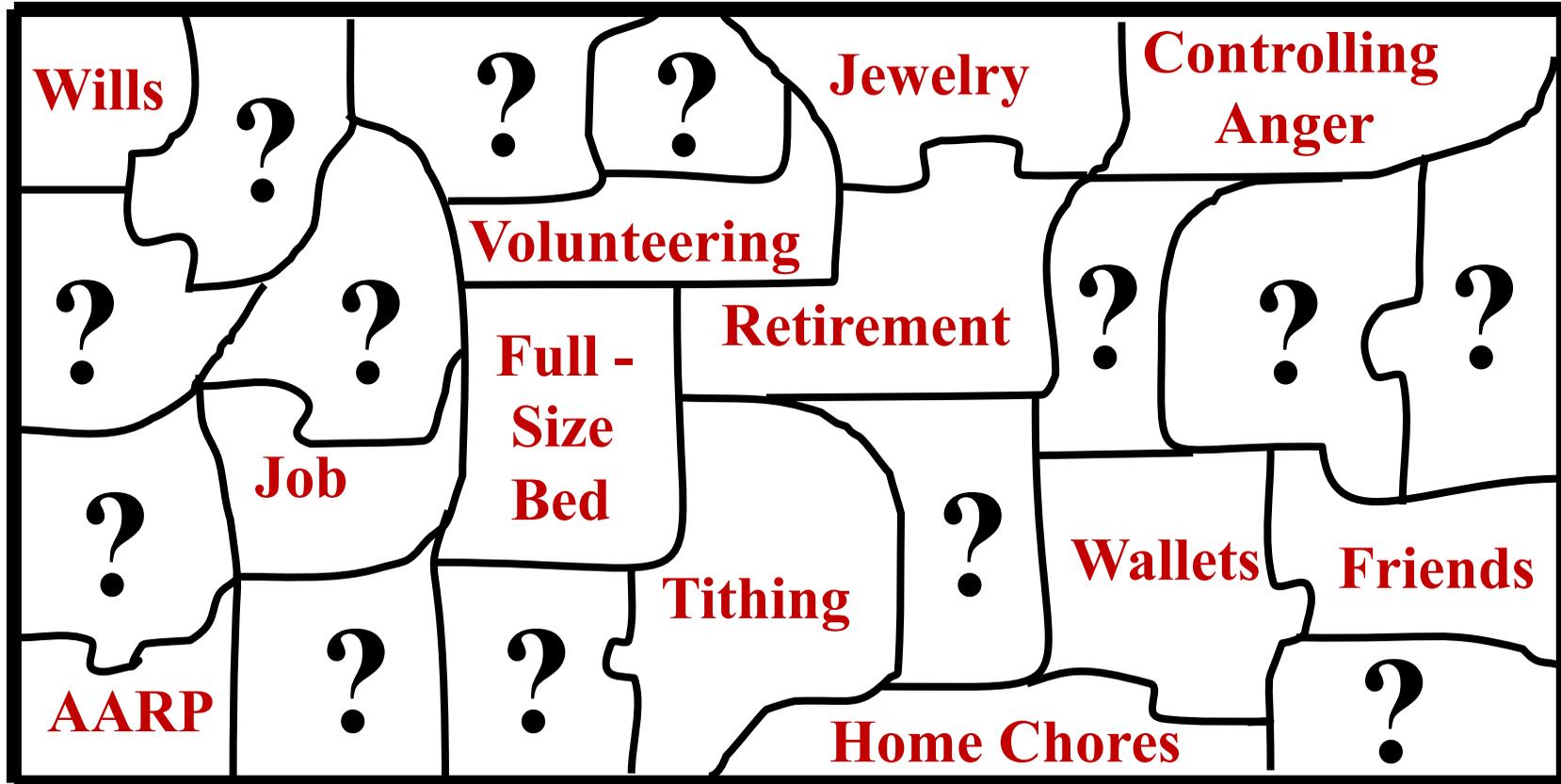
ID

Money

We discourage individuals from carrying items that are reflective of their adult status.

Universal Enhancement

Adult Status Jigsaw Puzzle



Complete the puzzle!

Universal Enhancement

My Choice!

I have an intellectual disability and I am 45 years old. I lived with my mother for 43 years until she passed away from Alzheimer's. Then I moved to a group home. When she passed away my brother and sister said I couldn't attend her funeral – because they said I would be too upset and I would cry.

Of course I would be upset my mother just died!

**To whom
much is
given,
much is
expected.**



President John F. Kennedy

Kennedy

Universal Enhancement

Normative Interaction

- **Verbalizing exaggerated hello's**
- **Giving artificial hugs**

Universal Enhancement

The Hug Issue

To Hug or not to hug – that is the question!

A paid staff hugging a support recipient should not merely be an impulsive affective response.

One must consider:

- **Does the agency have specific written policies regarding hugging?**
- **Do you feel comfortable if the support recipient initiates hugging?**



Universal Enhancement

The Hug Issue (cont'd)

- All things being equal, would you hug the person if they did not have a disability?
- Is the desire to hug motivated by an infantilized perception of the support recipient?
- Does the support recipient wish to be hugged?
- Will your manner of hugging be misinterpreted as a sexually provocative?
- Does the support recipient have a conduct/psychiatric issue that may elicit a pathological response?



Universal Enhancement

Normative Interaction

- Verbalizing exaggerated hello's
- Giving artificial hugs
- Expressing infantilized praise
- Accepting irreverent behavior
- Not expecting reciprocity

Why are these behaviors demonstrated by knowledgeable and compassionate staff?

Universal Enhancement



Mutual Support

It can be very difficult to recognize when we infantilize those we support.

When we:

- talk about those supported in their presence
- use an age inappropriate vocalization
- fail to request permission for a contingent touch
- touch in an age-inappropriate manner

Staff need to support each other by providing feedback, prompting and being an exemplar.

Universal Enhancement



There Is An Explanation

**Commonly provided explanations
as to why we hold hands of adults
with developmental disabilities:**

**She takes my hand and
will not let go**

He is unsteady of gait

He will run away

I like to hold her hand

He is visually impaired

Can you add to the list?



Universal Enhancement

Clinical Implications

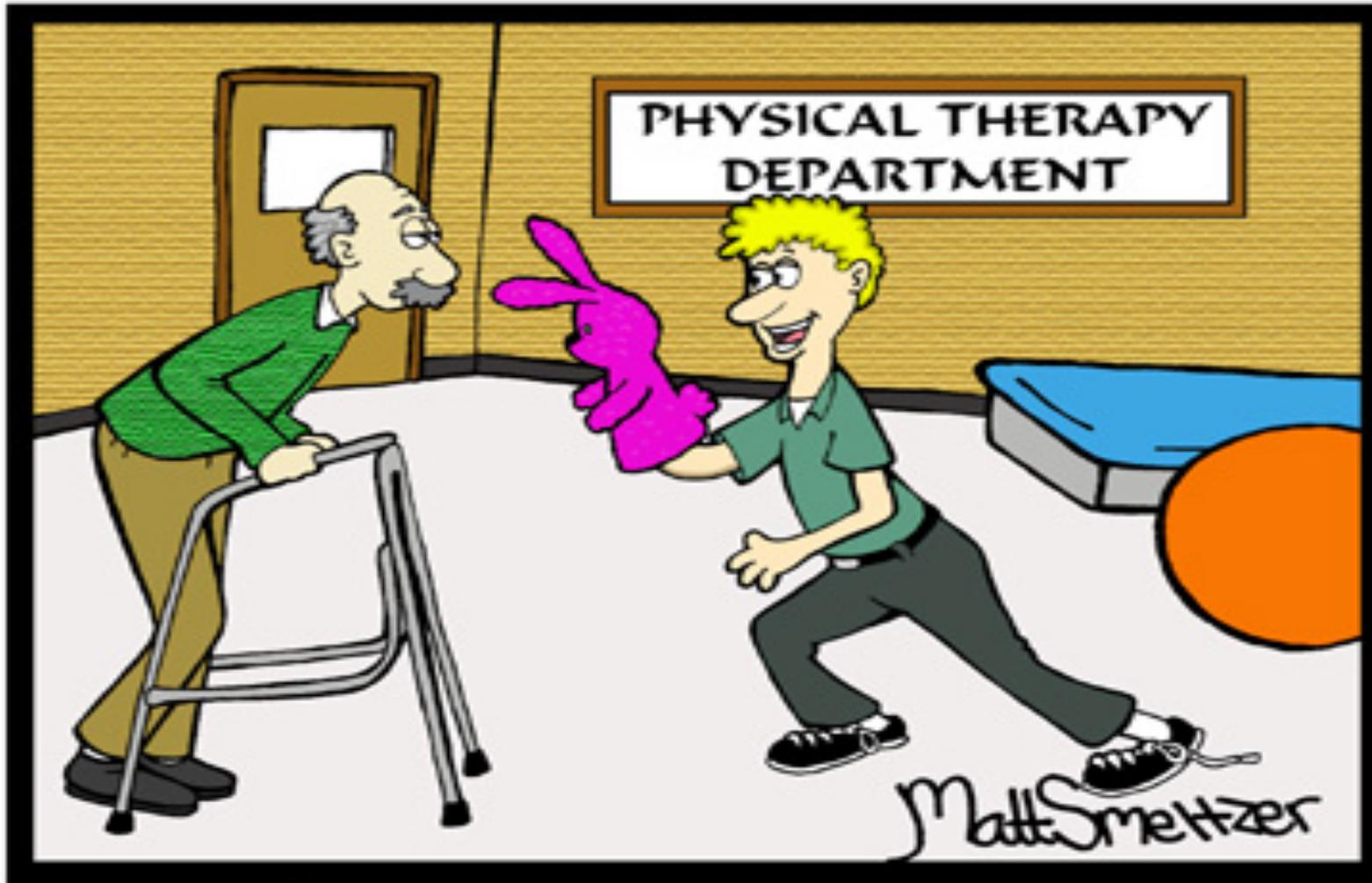
**What is communicated when the:
Speech Therapist uses Humpty Dumpty
to stimulate speech?**

**Physical Therapist uses Howdy Doody
puppets to encourage walking?**



Universal Enhancement

Clinical Challenges



"A few more steps,
and you'll reach the bunny!"

Universal Enhancement

Did You Miss It?

Does it make a meaningful difference whether the physical therapist uses a Howdy Doody puppet or an ice cream cone to “beckon” the man using the walker?

The strategies are inherently infantilizing.



Universal Enhancement

Clinical Implications

What is communicated when the: Speech Therapist uses Humpty Dumpty to stimulate speech?

Physical Therapist uses Howdy Doody puppets to encourage walking?

Music Therapist plays Itsy Bitsy Spider to encourage singing?

Recreation Therapist uses Ring Around the Rosie to promote group interaction?

Art Therapist uses a coloring book to encourage drawing?

Occupational Therapist uses a baby rattle to encourage extension?



Universal Enhancement

Barriers To Adult Status

- **Limited opportunities for work**
- **“Do for” orientation**
- **Over protective environment**
- **Age-inappropriate items**



Universal Enhancement

Diner Wear



www.DinerWear.com

Universal Enhancement

Age Appropriate Items

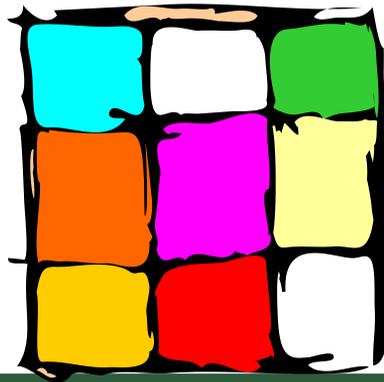
Balance Ball
Odyssey Scope



Crystal Motion Scope
Glass Sand Timer

Items intended to be used in a particular manner may hold an attraction or value to an individual when used in an innovative and unintended way.

Rubik's Cube
Number Puzzle
Dominos



Mini Jupiter
(Kinetic
Sculptures)
Wonder Word

Universal Enhancement

Age Adjusted



Universal Enhancement

Adult Leisure Activities

Ring Puzzle



Paddle Ball



Universal Enhancement

Adult Leisure Activities (cont'd)

Dominoes



Universal Enhancement

Adult Leisure Activities (cont'd)



Universal Enhancement

Adult Leisure Activities (cont'd)



Mini Q-Men are lightweight flexible figures with magnetic arms and legs that can be twisted and bent into gymnastic like poses to create sculptural like designs. They can also be used as refrigerator magnets to hold photos and memorabilia.



Universal Enhancement

Adult Leisure Activities (cont' d)



**Connect
4-Grid**

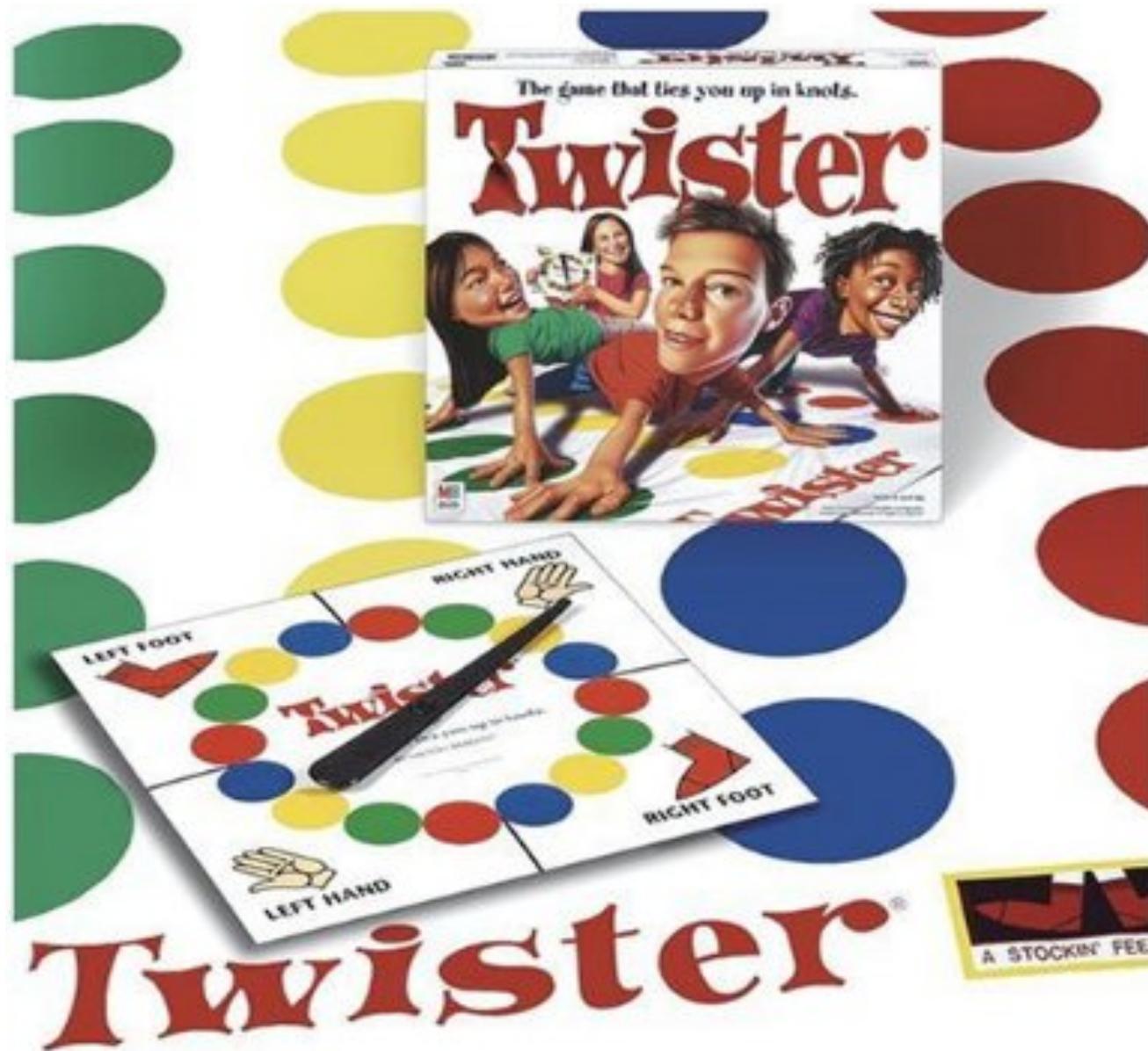
**Velcro
Dartboard**



**Original Walking
Slinky**

Universal Enhancement

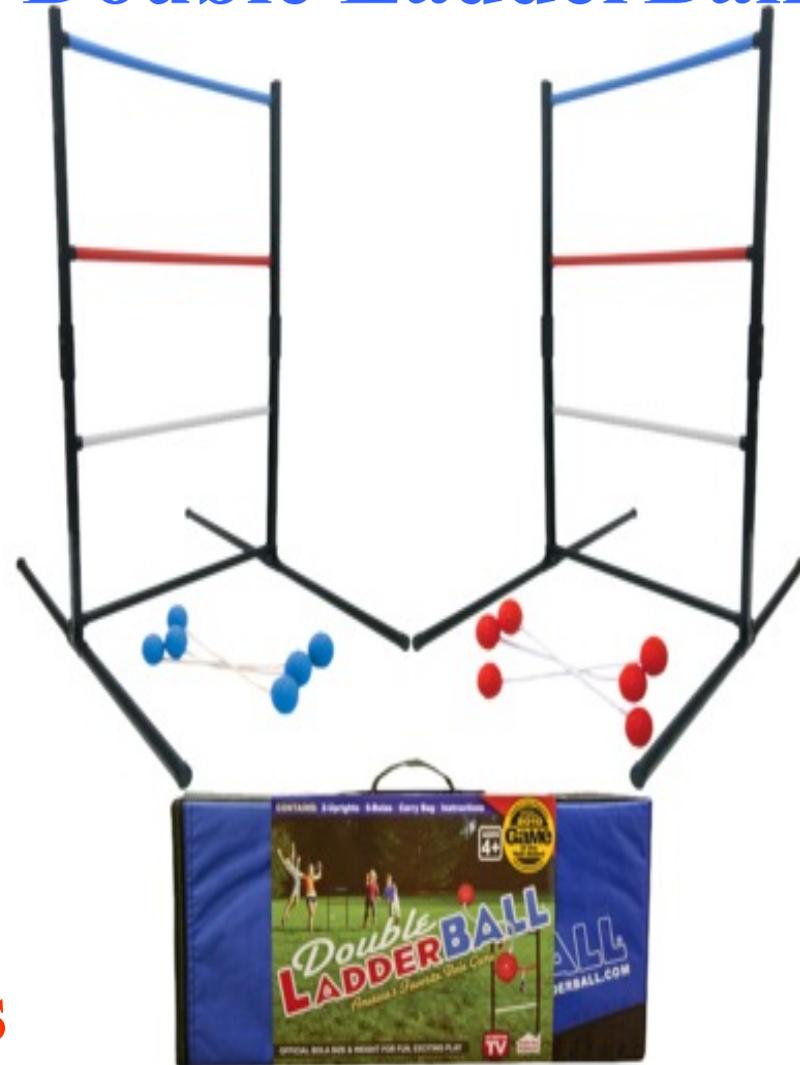
Adult Leisure Activities (cont'd)



Universal Enhancement

Adult Leisure Activities (cont'd)

Double LadderBall



Bean Bag and Ring Toss

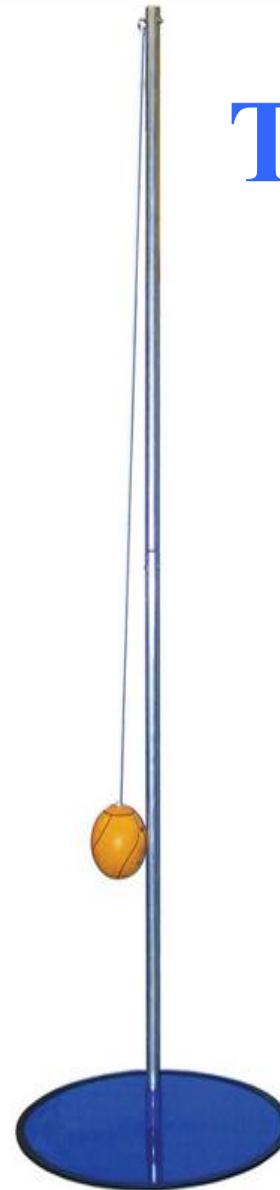
Universal Enhancement

Adult Leisure Activities (cont'd)

Gyroscopes



Tether Ball



Universal Enhancement

Adult Leisure Activities (cont'd)

Magnetic Sculptures



Newton's Cradle



Universal Enhancement

Adult Leisure Activities (cont'd)

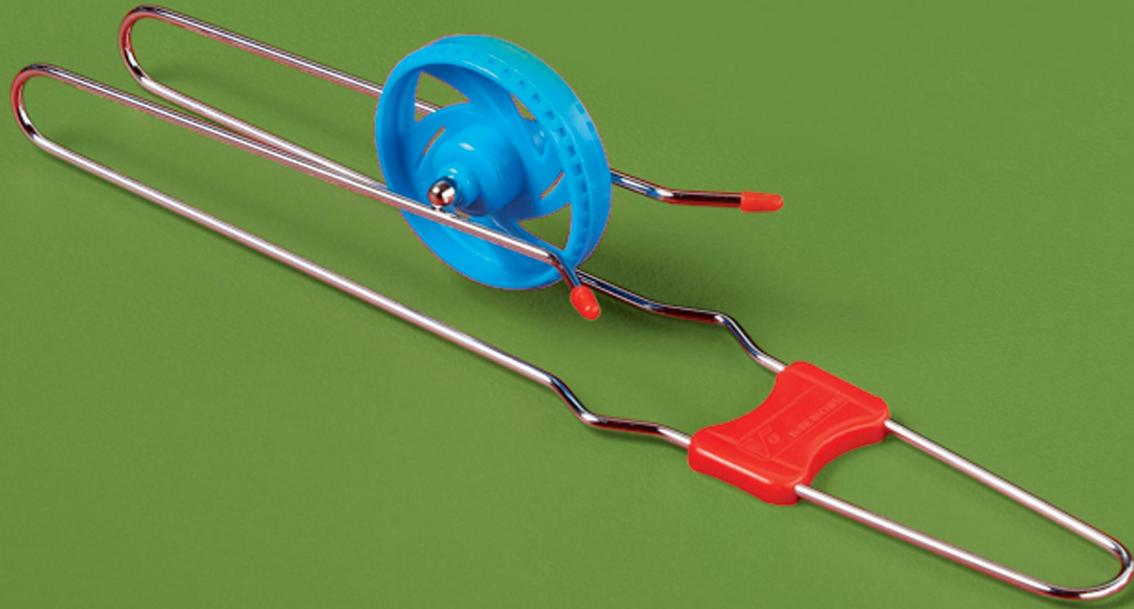
Keyboard



Universal Enhancement

Adult Leisure Activities (cont'd)

Magnetic Gyro Wheel



Universal Enhancement

Adult Leisure Activities (cont'd)



Universal Enhancement

Adult Leisure Activities (cont'd)

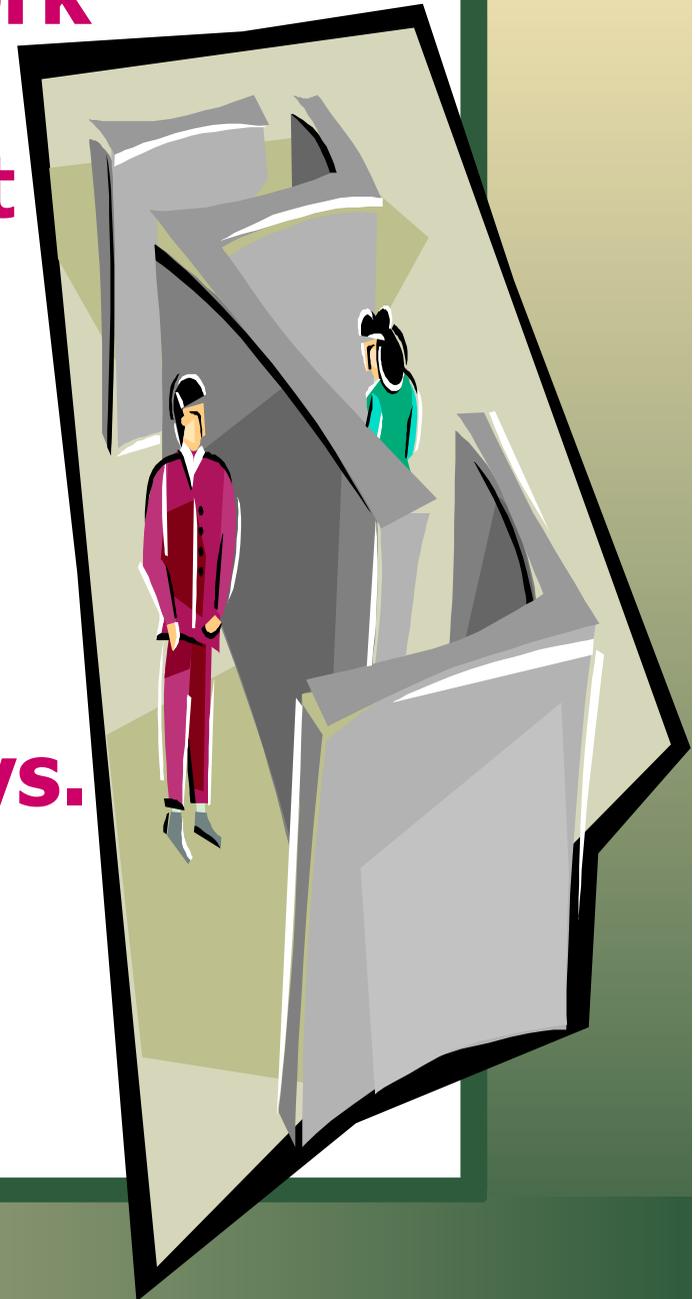
**A great way to
give praise,
spread cheer,
say thanks to
someone or
simply to say I
care about you.**



Universal Enhancement

Barriers To Adult Status

- Limited opportunities for work
- “Do for” orientation
- Over protective environment
- Age-inappropriate items
- Denial of sexuality, puberty, life changes
- Infantilized interaction (speech, touch)
- Greater emphasis on rights vs. responsibility
- Exaggerated reinforcement



Universal Enhancement

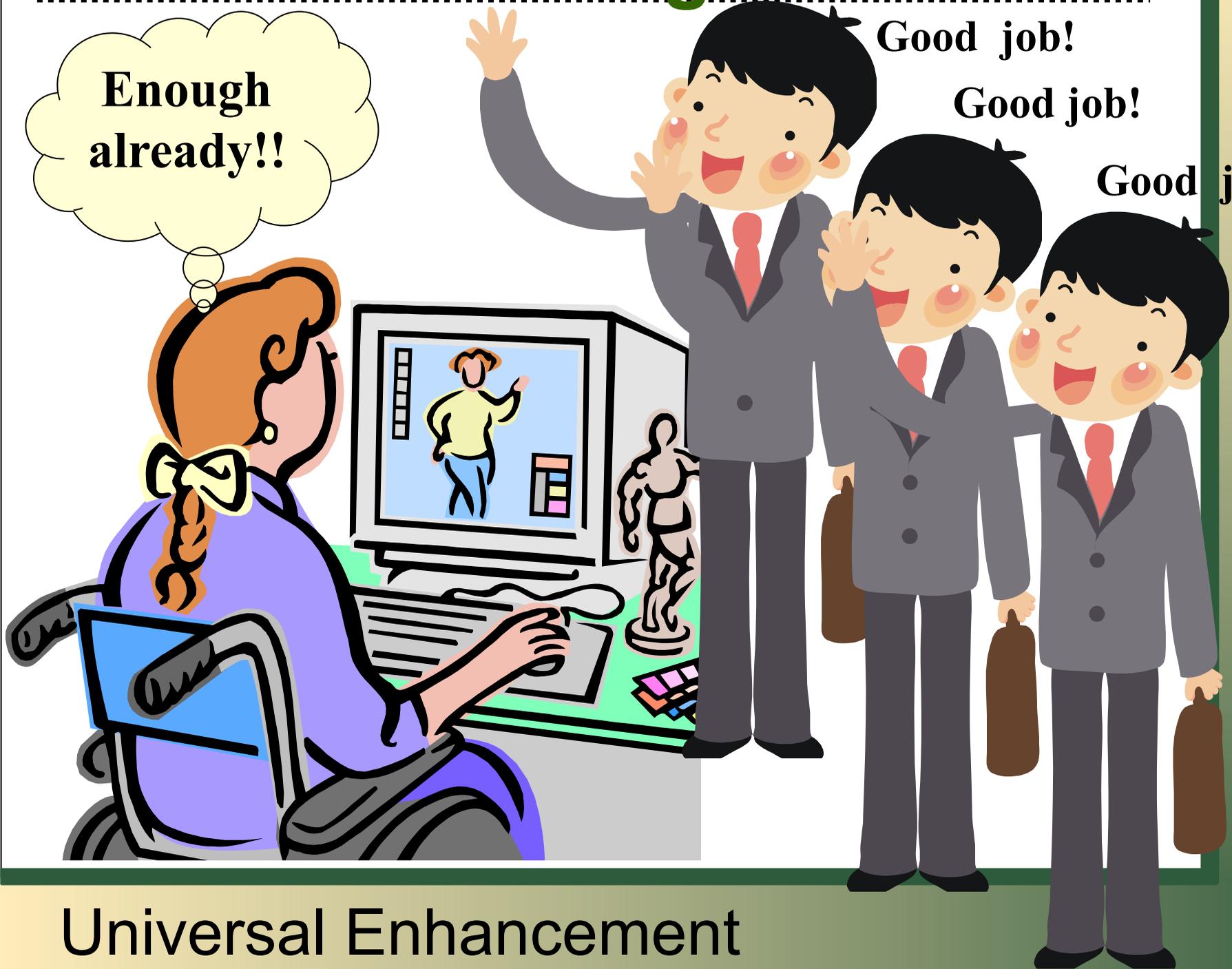
Adult Acknowledgement

Enough
already!!

Good job!

Good job!

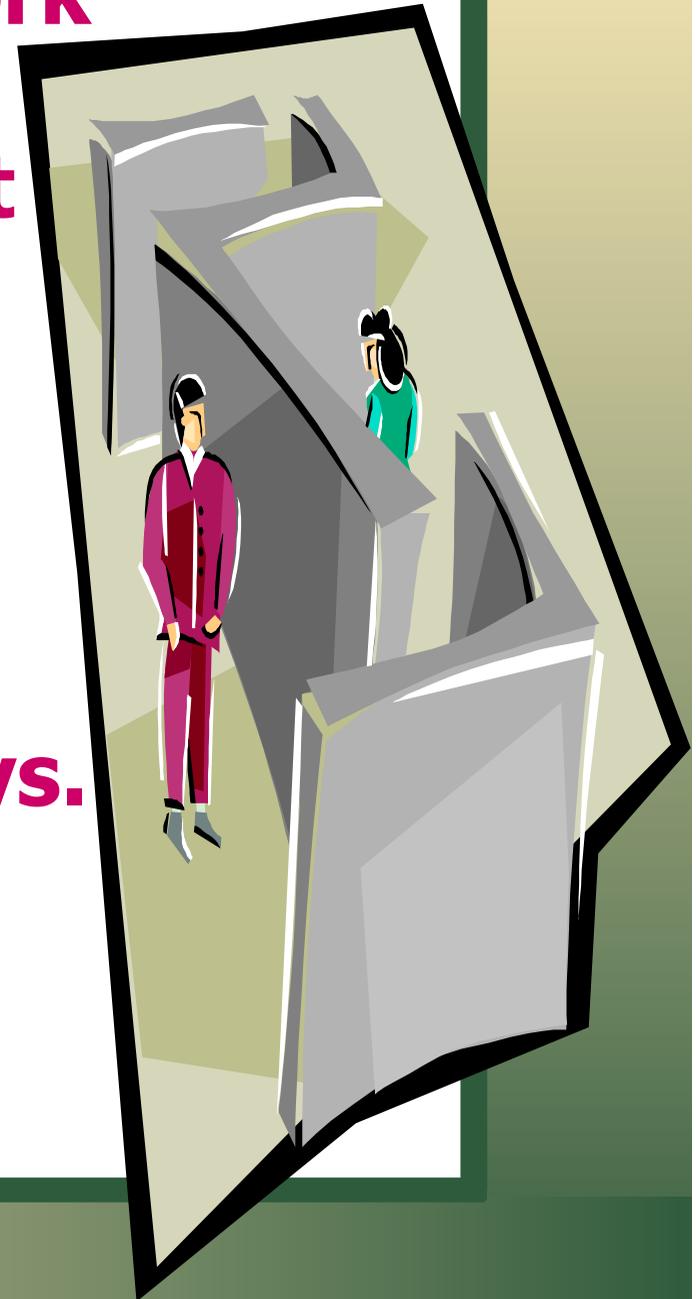
Good job!



Universal Enhancement

Barriers To Adult Status

- Limited opportunities for work
- “Do for” orientation
- Over protective environment
- Age-inappropriate items
- Denial of sexuality, puberty, life changes
- Infantilized interaction (speech, touch)
- Greater emphasis on rights vs. responsibility
- Exaggerated reinforcement
- Limited social expectations



Universal Enhancement

Let Them Know

**When the people you support
behave in child-like ways,
that demeans and devalues;
let them know –
sensitively,
empathetically and
compassionately.**

**That's how you would
want to be treated!**



Be Intolerant

In tolerant: Unable or unwilling to endure or support

Do not accept socially stigmatizing behavior. People with disabilities have the right to learn normative adult boundaries.

People with disabilities who:

- ***are overly loud***
- ***touch others inappropriately***
- ***interrupt others' conversation***
- ***violate others' personal space***
- ***fail to wait their turn***
- ***take more than their share***

Are less likely to be socially accepted!



Universal Enhancement

Not Just Children

Worse than being treated as children, adults with intellectual disabilities are treated as *incompetent children!*

We believe that children can benefit from life's experiences.

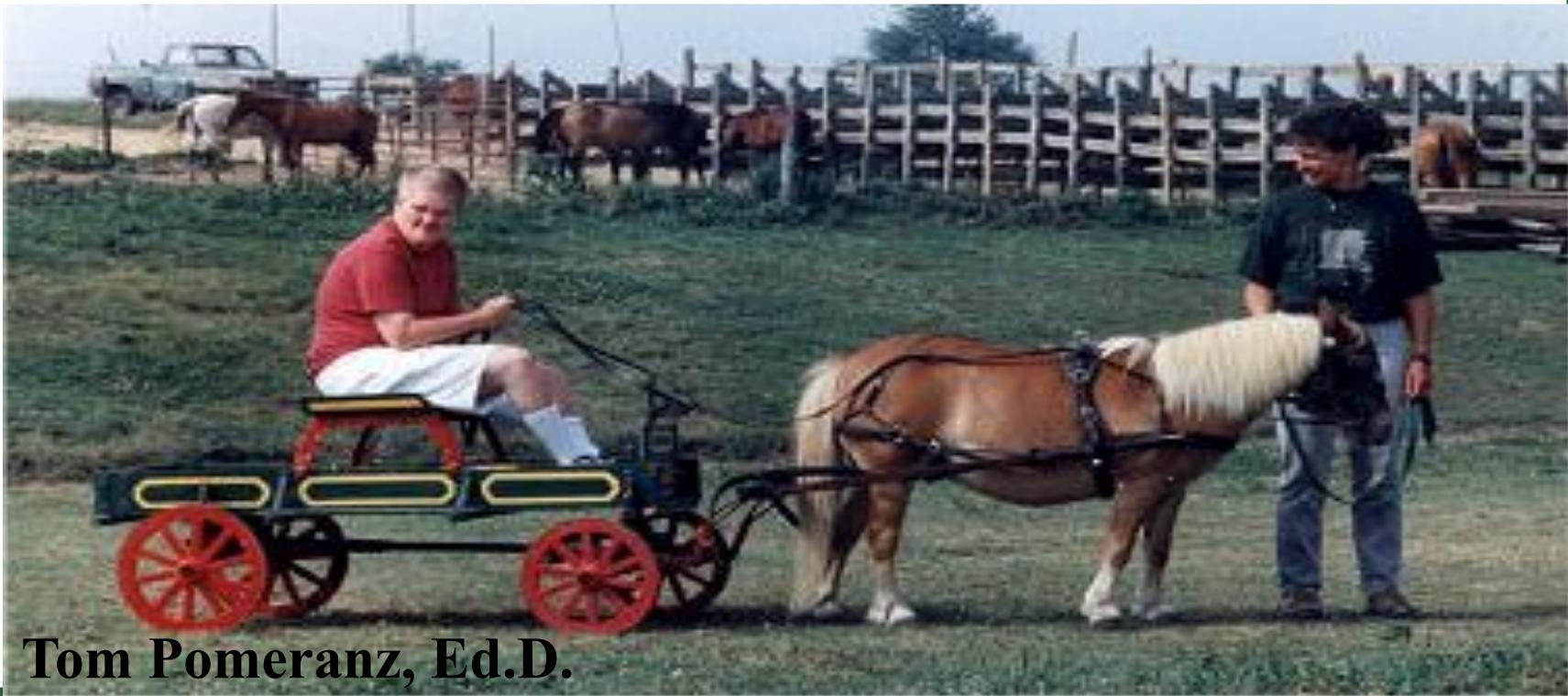
Why then is this belief not commonly held for people with intellectual disabilities?



Universal Enhancement

Shame

Infantilization of people with intellectual disabilities is their burden and the shame of the professionals who support them!



Tom Pomeranz, Ed.D.

Universal Enhancement

Infantilizing References

These are not statements commonly made to or about adults:

Would you like to color?

I put him down at 7:30.

**Did you change his
diapers?**



Diapers NO! NO!

A folded piece of absorbent material, such as paper or cloth, that is placed between a baby's legs and fastened at the waist to contain excretions. (Dictionary by Farflex)

Alternatives for Adults:

Disposable under brief or
undergarment

AttendsTM

DependsTM

Incontinence briefs



Universal Enhancement

Infantilizing References

These are not statements commonly made to or about adults:

Would you like to color?

I put him down at 7:30.

**Did you change his
diapers?**

**Do you have to go
potty?**

Do you want to play?



Universal Enhancement

Challenge

**Our challenge
is to define the
line between
compassion
and
infantilizing.**

Laura Okunubi



Universal Enhancement

Adult Attributes

How are you nurturing these attributes in the individuals you support?

Ambition

Bravery

Sensitivity

Commitment

Empathy

Passion

Generosity

Determination

Graciousness

Spirituality

Forgiveness

Self-discipline



Universal Enhancement

Image

Feminine: Characterized by or possessing qualities generally attributed to a woman, virtues desired by a woman.

Masculine: Suggesting or characterized of a man with qualities distinctive of a male.

Why don't the men and women we support commonly present themselves in a more "typically" feminine or masculine persona?

Universal Enhancement



Child Attributes

Funny

Quiet

Excitable

Loud

Unpredictable

Reluctant

Charming

Demanding

Silly

Friendly

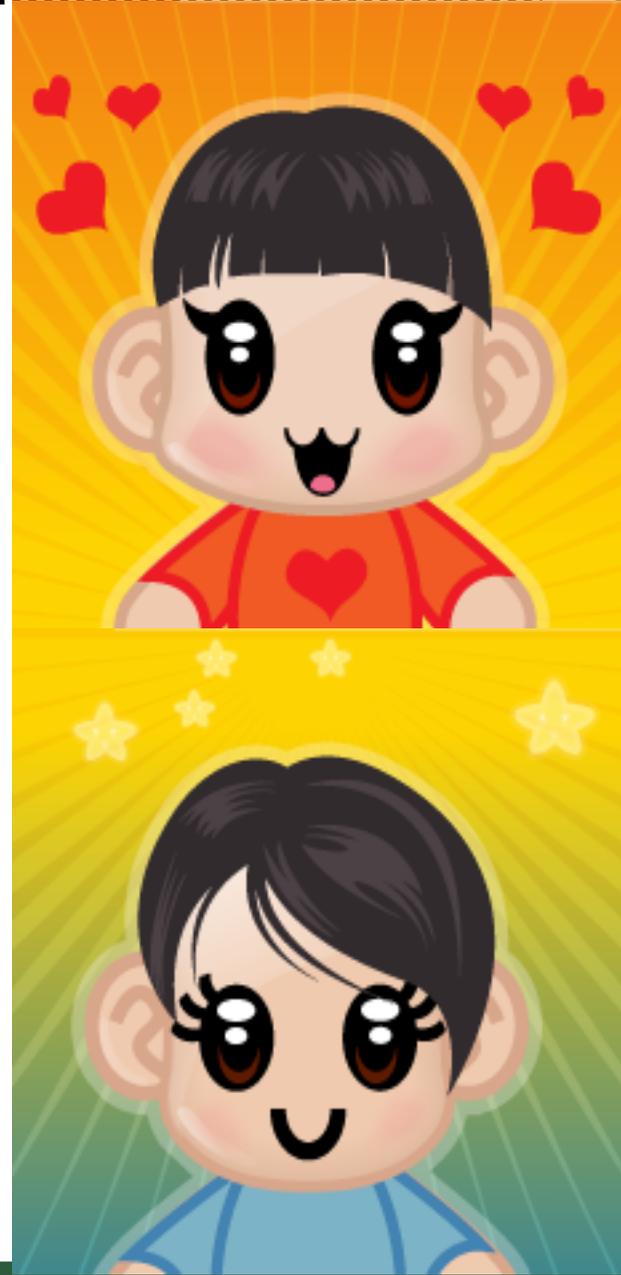
Cute

Lovable

Fearful

Shy

These traits could easily describe a child under five years of age.



Universal Enhancement

Expressing Emotions

Young children express their emotions differently than adults (immaturely).

Children cry when:

Embarrassed Teased
Disappointed Excluded
Frightened Tired



We must teach adults with intellectual disabilities to express their emotions in mature ways as many have not been nurtured to do so.

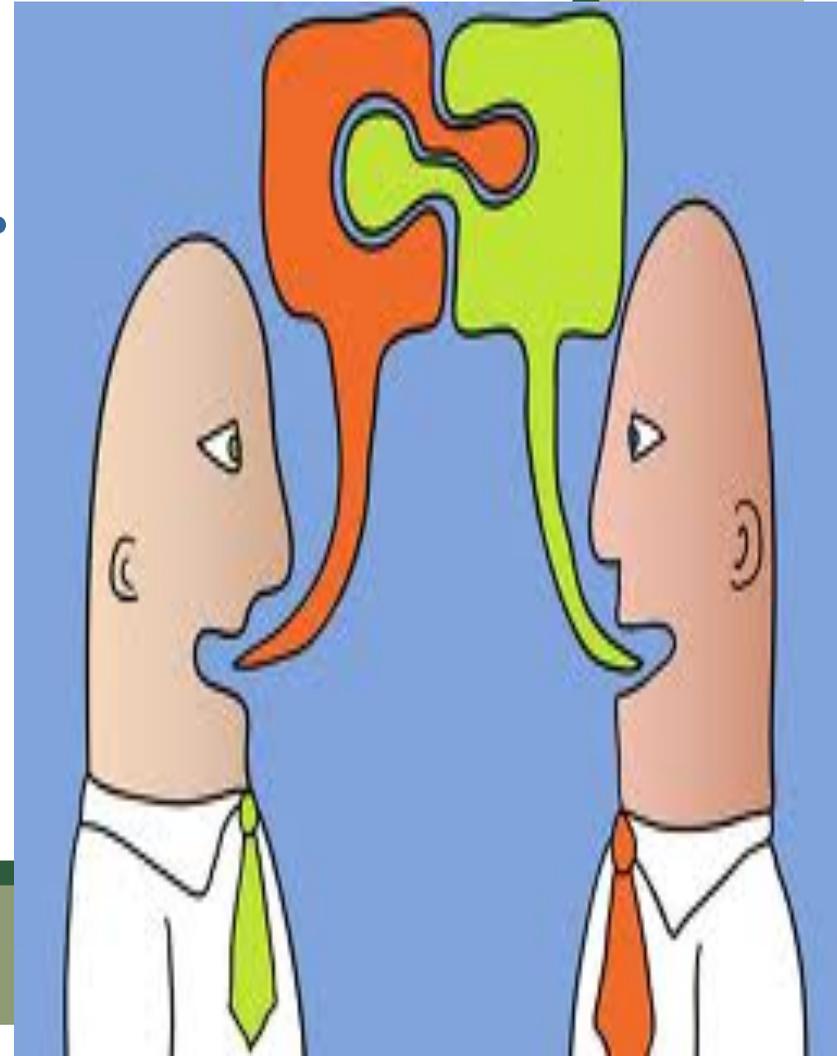
Universal Enhancement

Bilateral Exchange

Not a presentation... the state of being presented such as a lecture or speech, that is set forth for an audience. American Heritage Dictionary

Make it a conversation... the spoken exchange of thoughts, opinions and feelings; talk; between people. Wikipedia

Universal Enhancement



Shh-hh-h - Don't Let 'Em Know

**It is expected that an adult
challenged by...**

Diabetes

Multiple Sclerosis

Heart Disease

Alcoholism

Depression

Cancer

Arthritis

Bulimia

**...will be educated regarding
their condition - its impact upon
their life and its treatment!**

**What about adults with
intellectual disabilities?**



Universal Enhancement

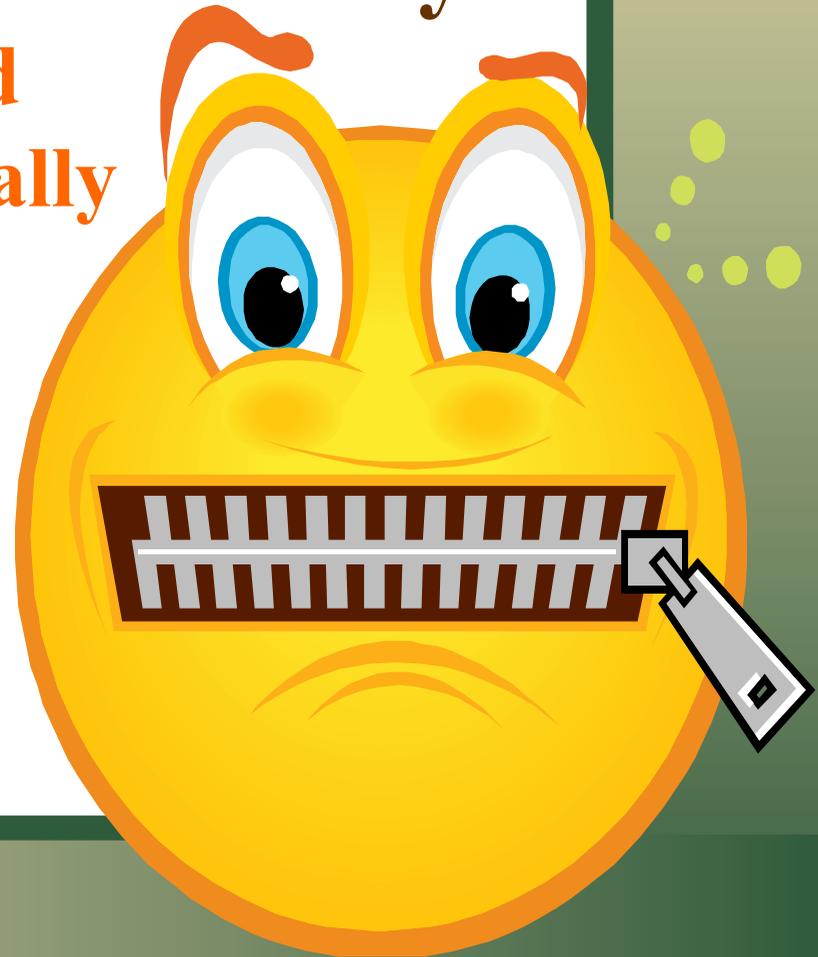
The Unspeakable

RESPECTING the adult status of those we support necessitates “revealing” the unspeakable:

“You have an intellectual disability.”

How can this be communicated compassionately, empathetically and sensitively?

The Who, When, Where, How, What must be given careful consideration when informing the individual.



Universal Enhancement

No Secret

Informing an individual about their disability isn't an event, it's a process; a conversation that is similar to the discussion parents have in explaining sex to their child.

Things to think about:

- If you anticipate the conversation being emotional for you, consider involving another adult that has a significant relationship in the individual's life.
- Before talking with the child/adult, educate yourself on the facts of the diagnosis.
- Anticipate the questions that will be asked by the individual and prepare thoughtful answers.



Universal Enhancement

No Secret (cont' d)

- Identify a time of day and location that you believe will be the most conducive for the conversation with a limited level of distraction.
 - If the individual has expressive language, have them tell you what they believe you are explaining to them. It is imperative that the individual does not leave the conversation with any misunderstandings.
 - It may be helpful to use various forms of media to help the individual understand their diagnosis i.e. a picture of the brain, photos, websites
 - Ask the individual how they “feel” about their diagnosis. i.e. fearful, sad, relieved, confused
- This is a very different question than,
“What do you think?”



Universal Enhancement

No Secret (cont' d)

- Depending upon their age, cognitive ability and emotional status, it may be necessary to provide the information over an extended period of time and over numerous conversations.
- Ask the individual if there are other people in their life who they might want you to speak to, regarding their disability. i.e. school friends or teachers, neighbors, cousins

Most importantly, if the individual is never appropriately educated regarding their disability, be aware of the possible consequences.

Universal Enhancement



Shame

Though adopted, your parents never told you.

- **Throughout your childhood you wondered why you did not resemble your parents or siblings.**
- **You asked your parents why you had red hair and green eyes and they shrugged their shoulders.**

When you were 22, your great aunt let the secret slip.

How would you feel about being adopted if they had not told you?



Shame (cont'd)

**Though you have an intellectual disability,
your parent's never told you.**

- Throughout childhood you wondered why you were in special education but your siblings were not.
- You asked your parents why you're siblings were in regular classes and you were not, they said you had some learning issues.

**At the age of 22, your great
uncle let the secret slip.**

**How would you feel about
having an intellectual
disability if they had
never told you?**



Who Am I?

A child raised knowing and celebrating who they are: boy or girl, Jew or Baptist, Latino or Armenian, African American or Asian, a person with an intellectual disability or not –

Will likely grow to be an adult comfortable in their own skin – who they are!

Why would one raising a child wish to withhold this information?



Remove The Shame

People with intellectual disabilities are denigrated and defamed with taunts of stupid, retarded – how must they feel? These epithets and their resulting emotional scars cannot remain closeted. Through forthright and honest discussion, the shame of having an intellectual disability must be lifted.

Universal Enhancement



Dealing With Challenges

Cover – to conceal a feeling, action or situation by presenting a different appearance or directing attention elsewhere

Yes, lunch was good!



It sure is a nice day.

Cope – to deal successfully with a difficult problem or situation

Sorry, I can't hear you, could you speak louder please?



It sure is a nice day.

Universal Enhancement

Remove The Shame (cont'd)

You...

..are not your diagnosis!

**..have a relationship
with your disability-
it does not own you!**

..are a good person!

**..have an intellectual
disability!**

Say It!



Proud
2 Be
Me!

twinkl.com

Build A Bubble

Should we build a “bubble” around adults with intellectual disabilities to protect them from these feelings?

Disappointment

Loneliness

Frustration

Sadness

Shame

Rejection

Depression

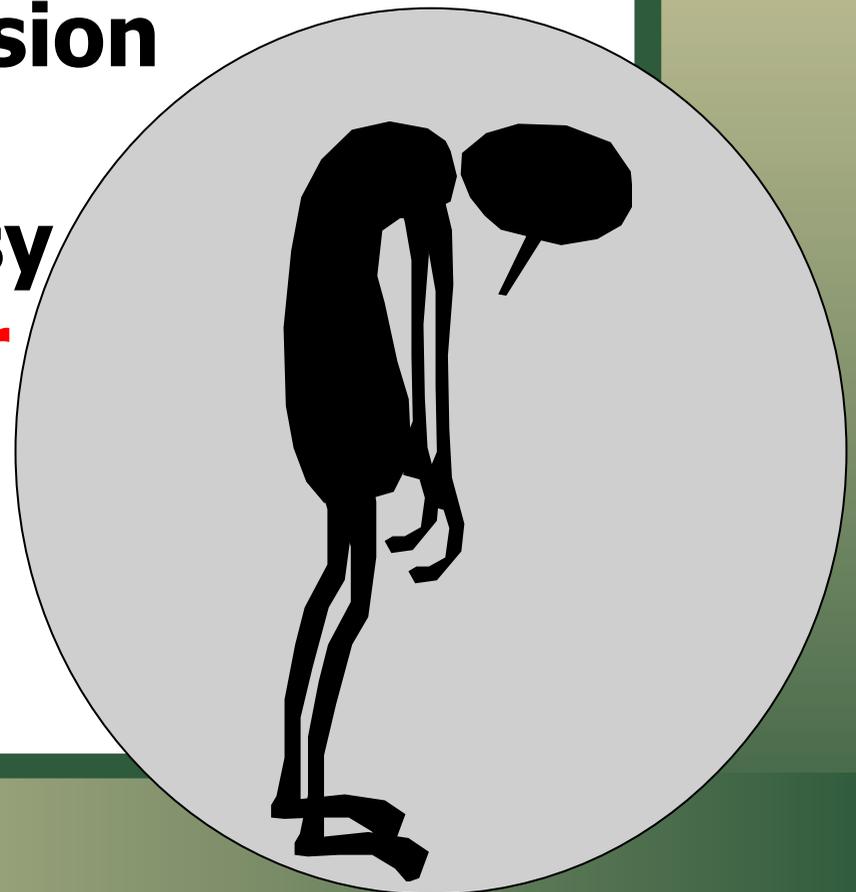
Sorrow

Jealousy

Despair

Guilt

Fear



Universal Enhancement

Build A Bubble (cont'd)

Without...

...sorrow, there is no joy

**...sadness, there is no
happiness**

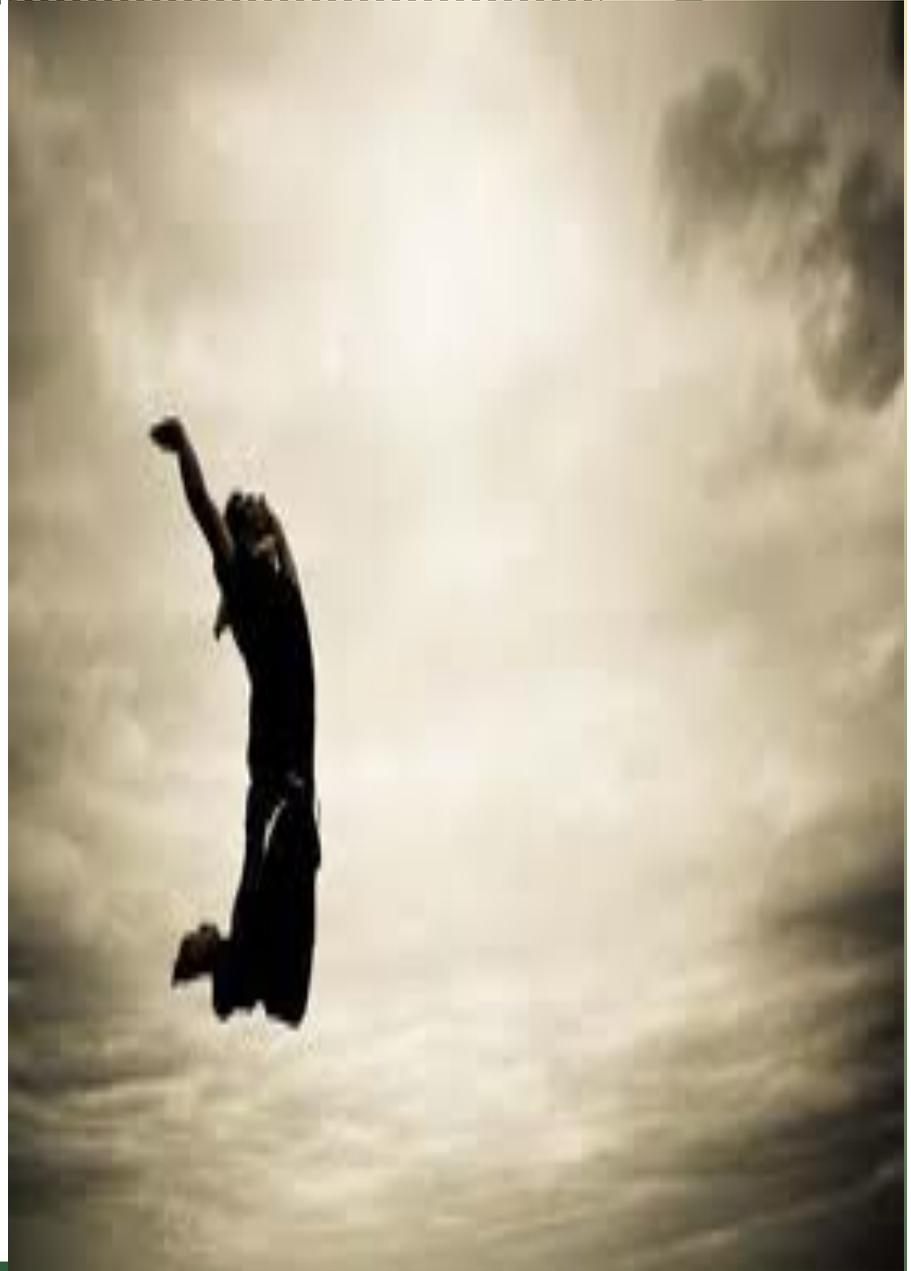
...despair, there is no hope

**...disappointment, there is
no reward**

**...rejection, there is no
acceptance**

**...loneliness, there is no
camaraderie.**

This is LIFE!



Universal Enhancement

Protector Of Emotions

“It is not our job to protect adults with developmental disabilities from their emotions – it is our job to support and teach them how to cope with them.”

Gavin, Service Coordinator, Westside Regional Center



Universal Enhancement

It's Not Bob's Business.....

Do you keep Bob in the communication loop or in the dark regarding his life?

- Fewer activities resulting from funding cuts
- You spoke with Bob's physician after his

exam

- Bob's guardian would not approve a medication

- Parents want a gift list for Bob's birthday

- Bob's home had a survey with serious citations

Universal Enhancement

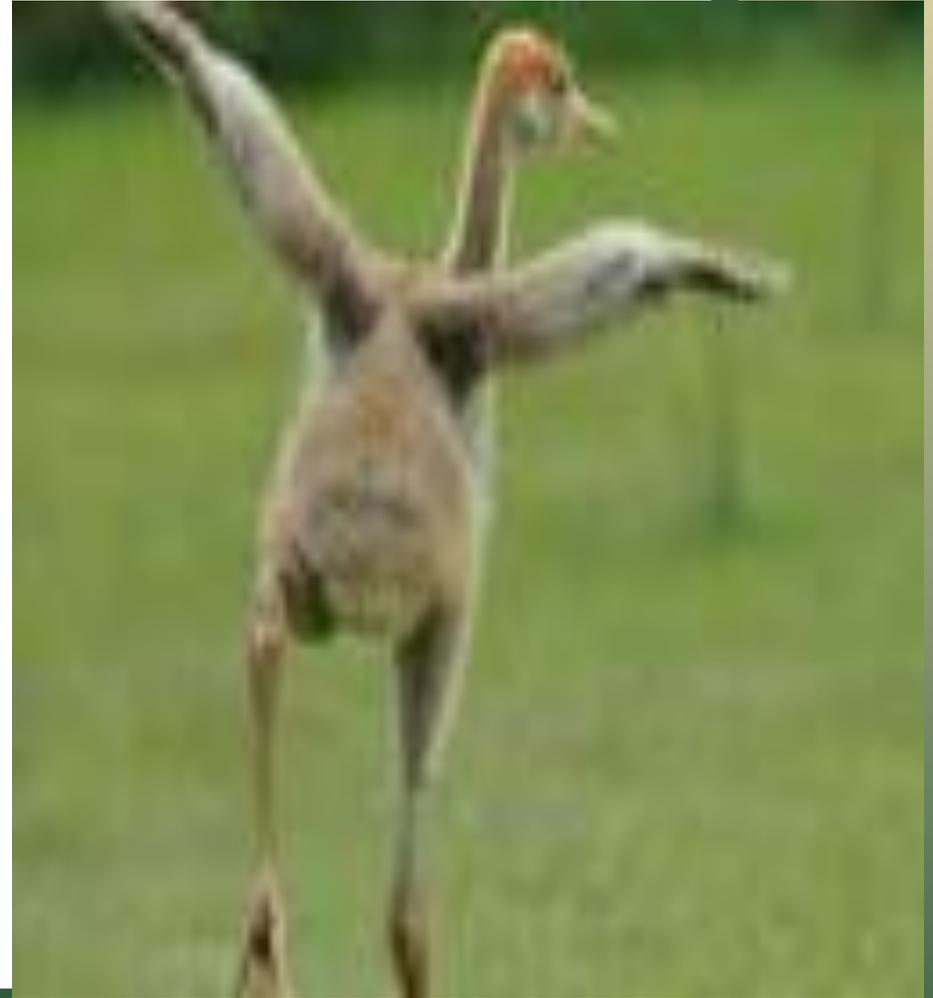


Less Feedback

Children assert themselves on their journey to adulthood.

- **Being unsupervised**
- **Doing by themselves**
- **Making choices**
- **Having privacy**

Children with disabilities may provide limited feedback on this journey.



Do For Others

Being an adult is a bilateral process; one must know how to give as well as receive.

Encourage those you support to:

Vote

Volunteer

Visit an ailing friend

Tithe

Be an organ donor

Give blood

Donate to charity

SACRIFICE

Universal Enhancement

Oooh...

...they're like my own kids!

...I love 'em all!

...they're so special!

...I just want to hug 'em!



What is implied if a support staff makes these comments about the people they support, but not about their co-workers?

Universal Enhancement

Diminutive Name

Adults requiring pervasive supports are frequently referenced by their diminutive name.

Billy
Tommy
Jimmy
Susie
Ronnie
Mikey
Barbie



Bill
Tom
Jim
Sue
Ron
Mike
Barb



Address Respectfully

To express one's respect and reverence, adults are commonly addressed as Sir, Miss, Madam or Mister.

Why are adults with developmental disabilities less frequently addressed with these titles?

Seen as children?

Not respected?



Competency-Deviancy Hypothesis

The more competent you are, the more deviant society will allow you to be without devaluing you.

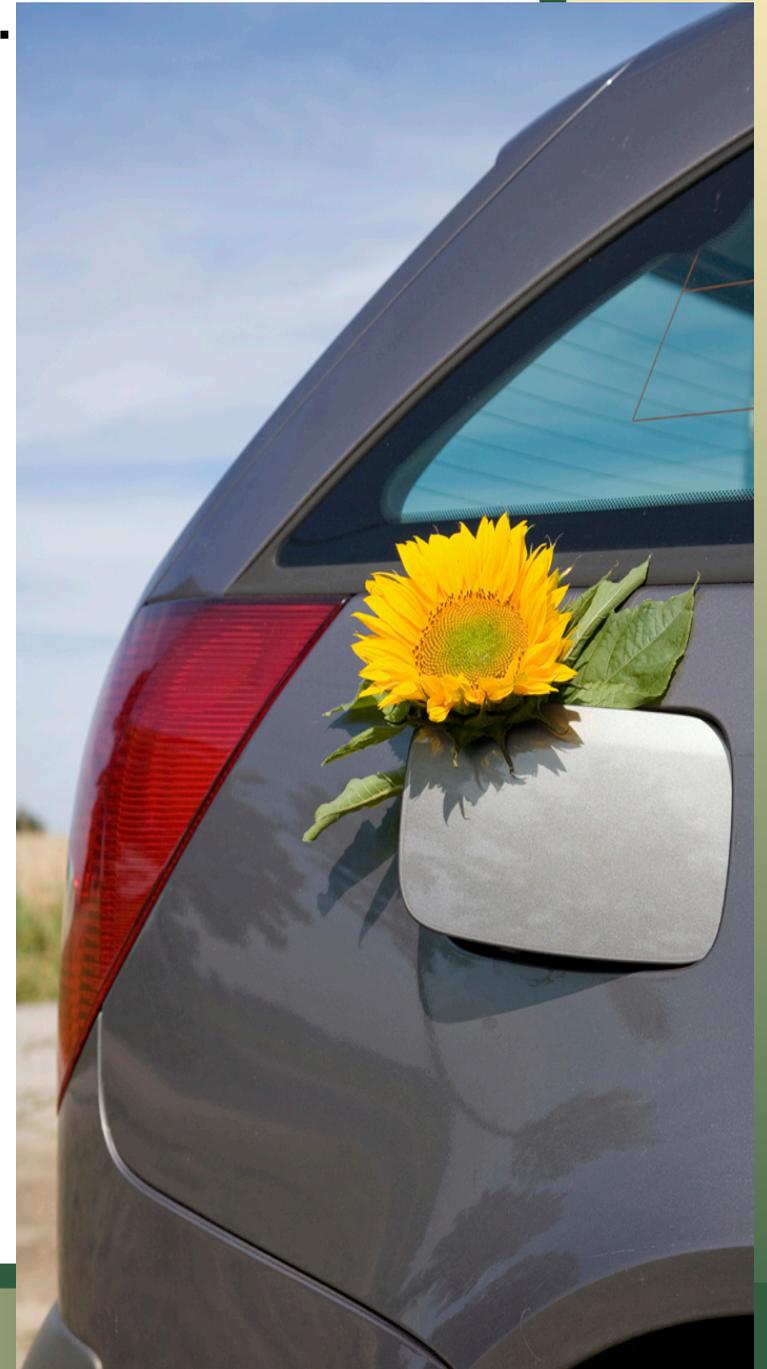


Universal Enhancement

Change Society

**If you believe that
Deviancy-Competency
Hypothesis is not fair
and prejudicial –
YOU' RE RIGHT!
You have 10 minutes
to change society –
let us know how you
did!**

Universal Enhancement



Listen

**What is
communicated
when a man
who requires
pervasive
supports
favors
Spiderman?**

**“I like cartoon
action heroes!”**



Universal Enhancement



Universal Enhancement

When Given Options...

....regardless of religion, disability, age, race, ethnicity or gender people tend to choose things that enhance their dignity and respect.

Give people options!

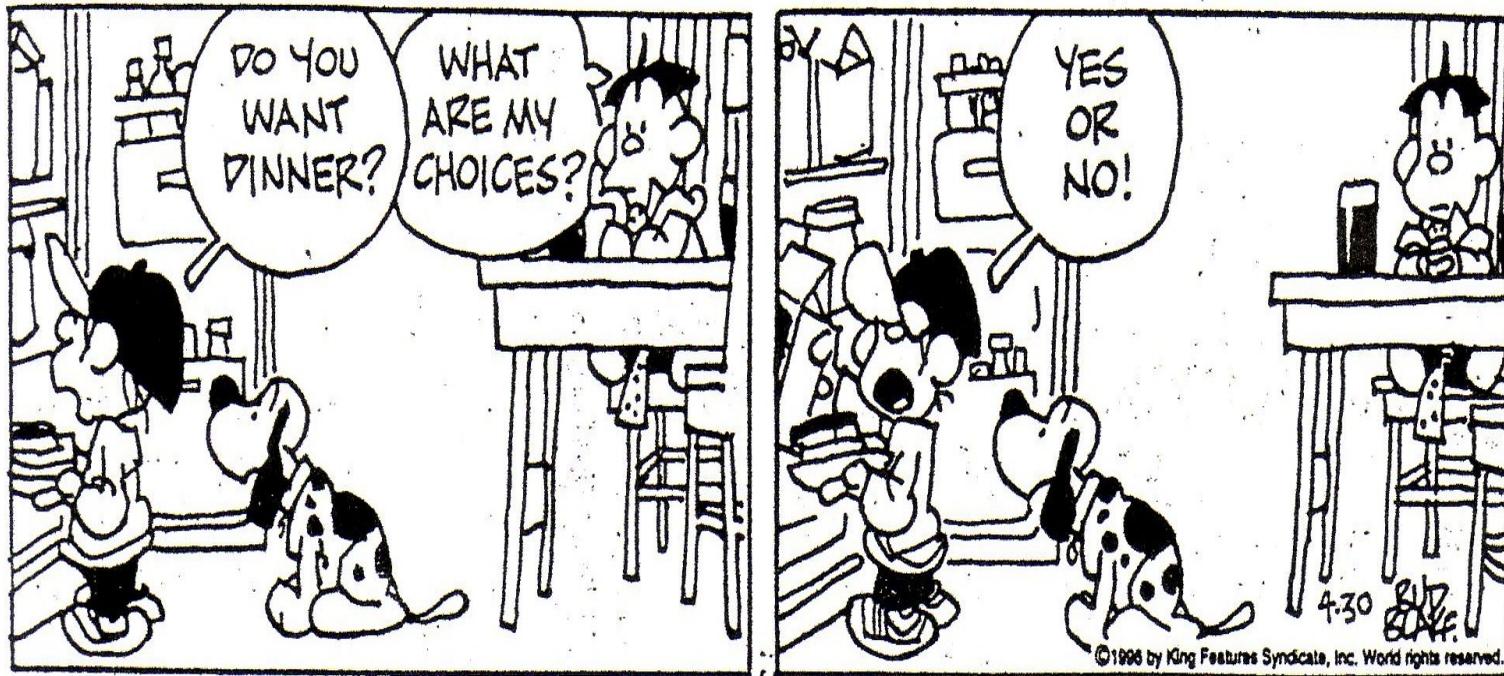


Universal Enhancement

An Option Of One

Tiger

Bud Blake



Universal Enhancement

Eccentric

When people of wealth, genius, talent and power behave in socially deviant ways, their behavior is eccentric.



When people with developmental disabilities behave in socially deviant ways, their behavior is maladaptive, pathological, disgusting and abhorrent.

Universal Enhancement

SPORT

MARCH MADNESS:
DICK VITALE TALKS
& TALKS & TALKS
& TALKS...

OVER EXPOSED!

Too much
Dennis Rodman?



Universal Enhancement

Albert Einstein



Universal Enhancement

Hefner's pillow talk

Film confessions of the Playboy king



Universal Enhancement

Look At Him



Universal Enhancement

“McPlay”



"He always has such a good time here."

Universal Enhancement

Perpetuating The Myth

Why would family or staff believe it is desirable or appropriate for an adult with intellectual disabilities to believe in :

Santa Claus

the Easter Bunny

the Tooth Fairy

Just because they may lack the intellect to challenge the myth, is our deception respectful?



Universal Enhancement

Darling Room

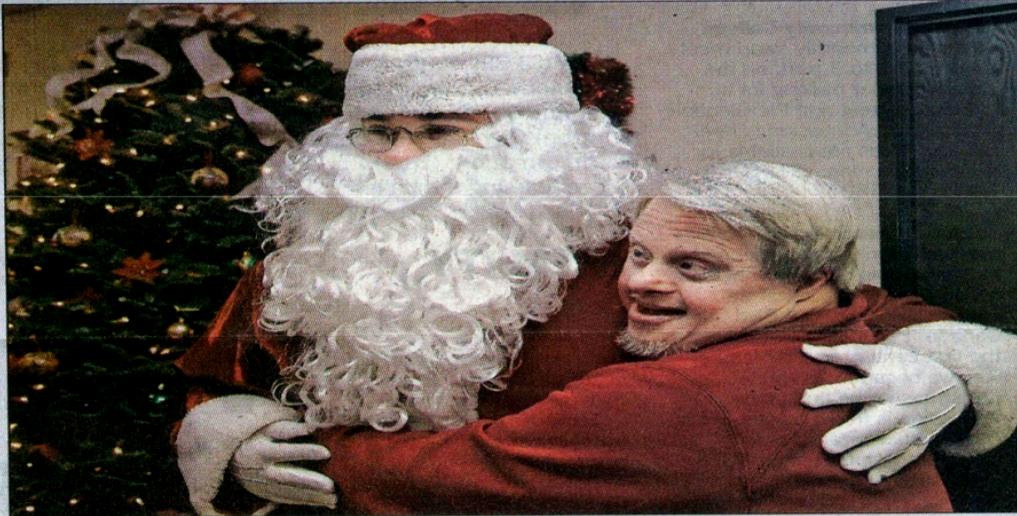
What a lucky little girl to have such a cute room!



Universal Enhancement

Santa's Here!

Santa spreads cheer



Photos by RAUL ROA Staff Photographer

Glendale Assn. for the Retarded client John Farson, 50, gives Santa Claus a big hug during the Glendale Police Department's meet and greet at the Glendale organization on Tuesday. Santa arrived on the GPD's SWAT vehicle escorted by eight motorcycle officers. He posed for photos with the clients and passed out small gifts to everyone.

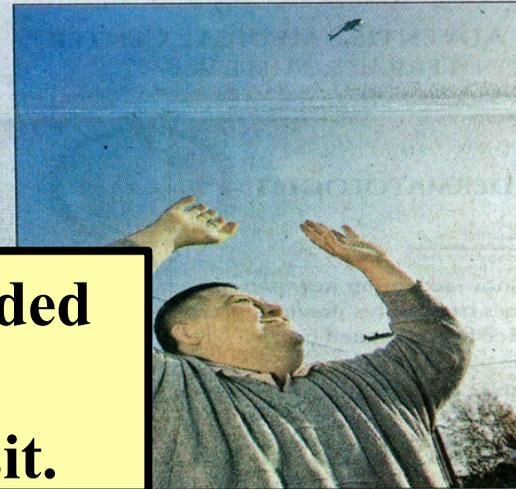
Clients from the Glendale Assn. for the Retarded on Tuesday got a special visit from Santa and his high-level security entourage.

Santa waved to the clients from a Glendale police SWAT vehicle, flanked by eight motorcycle cops, as he approached the organization's facility on the block of San Fern Road.

The Glendale Police Officers Assn. has the organization for the holidays for more than 25 years, giving clients an opportunity to meet officers and photographs with



After a strenuous journey all the way from the North Pole, and led by police officers instead of his beloved reindeer, Santa Claus lost no time before spreading cheer to clients of the Glendale Assn. for the Retarded.



Jorge Simonian, 50, waves at the Glendale police helicopter during a visit from Santa on Tuesday.

Glendale Assoc. for the Retarded client John F., 50, gives Santa Claus a big hug during his visit.

Universal Enhancement



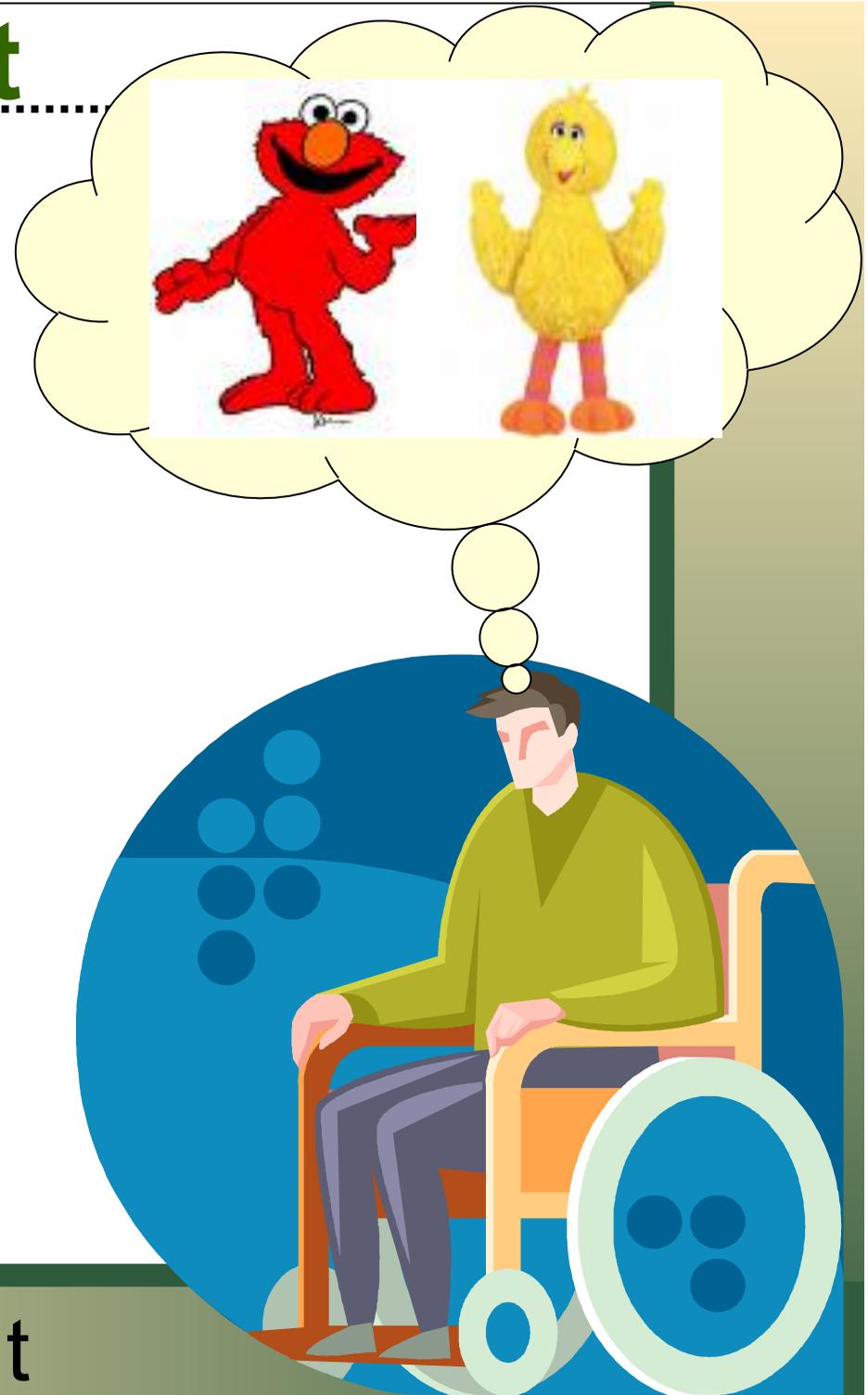
Universal Enhancement

Informed Consent

Do support recipients have a right to make choices which infantilize them?

Do they comprehend the social and psychological implications of their choices?

Universal Enhancement



Experiences Denied

Making mud pies

Running through sprinklers

Playing in the sand box

Pillow fights

Winning at Jacks

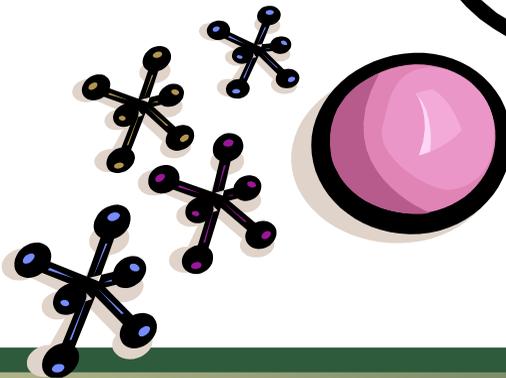
Playing hopscotch

Skipping

Sidewalk chalk

Catching fireflies

Jumping rope



Universal Enhancement

Transitional Object

In childhood a transitional object is usually a physical object, which takes the place of the mother-child bond (e.g. dolls, teddy bears blankets).

Later the child comes to realize that the mother is separate from him resulting in a sense of loss. The transitional object is often the first “not-me” possession that really belongs to the child.

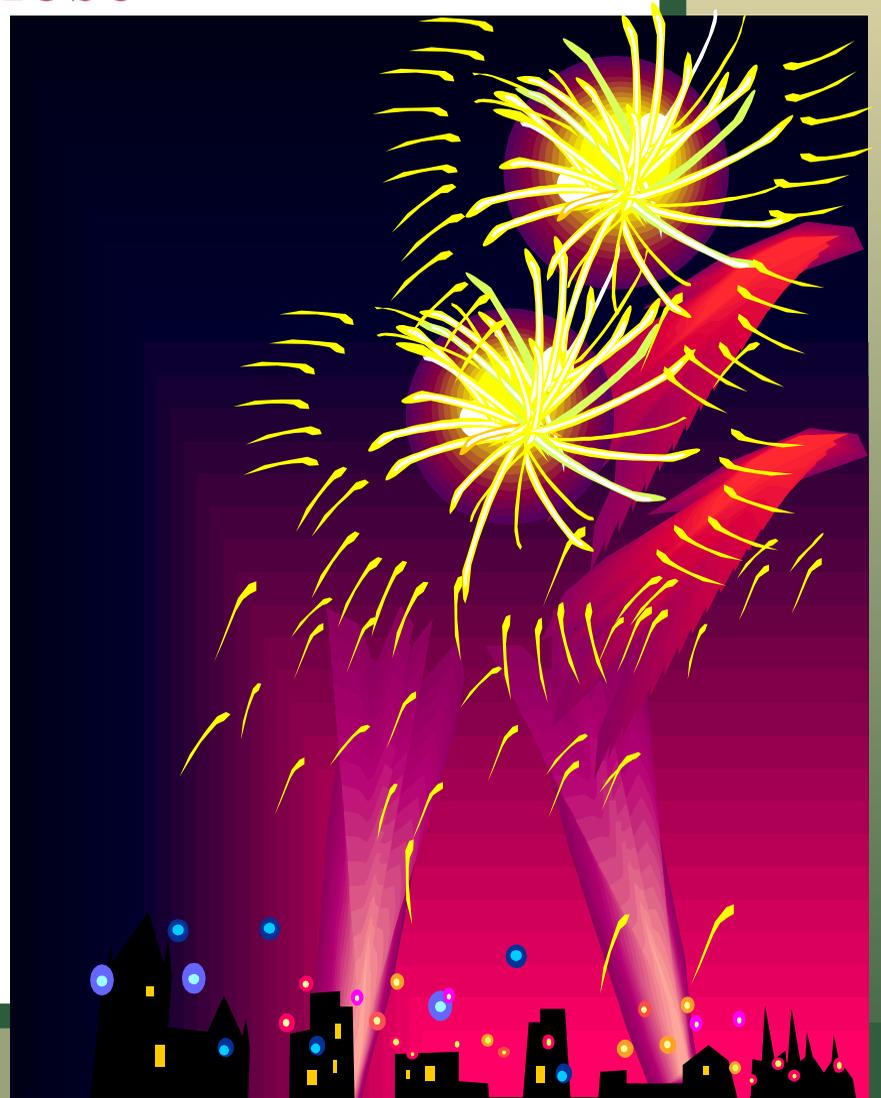


Universal Enhancement

Second Chance

How can adults denied normative childhood experiences (institutionalization) gain those experiences in age appropriate ways? By:

- Picking peaches in an orchard
- Carving pumpkins at Halloween
- Dying Easter Eggs
- Attending a Memorial Day Parade
- Watching fireworks on the 4th of July



Universal Enhancement

Alternative Childhood Experiences

Playing with a yoyo

Flying a kite

Going fishing

Playing tether ball

Playing Lawn Yarts

Playing the kazoo

Making a snowman

Throwing snowballs

Playing paddle ball



Universal Enhancement

What Disability?



Happy Halloween

Universal Enhancement

Children & Age Appropriateness

How do we engage children with age-appropriate leisure items and activities when:

Chronological

Developmental

16 years

6 months

10 years

7 years

8 years

3 years

4 years

2 years

Address CA and DA simultaneously

Universal Enhancement



Childlike Behavior

Are adults with intellectual disabilities respected when perceived as children...

running in circles,
jumping up and down,
sitting or laying on the floor,
screaming with excitement,
whining in disappointment
...in situations where
adults would not engage
in these behaviors?



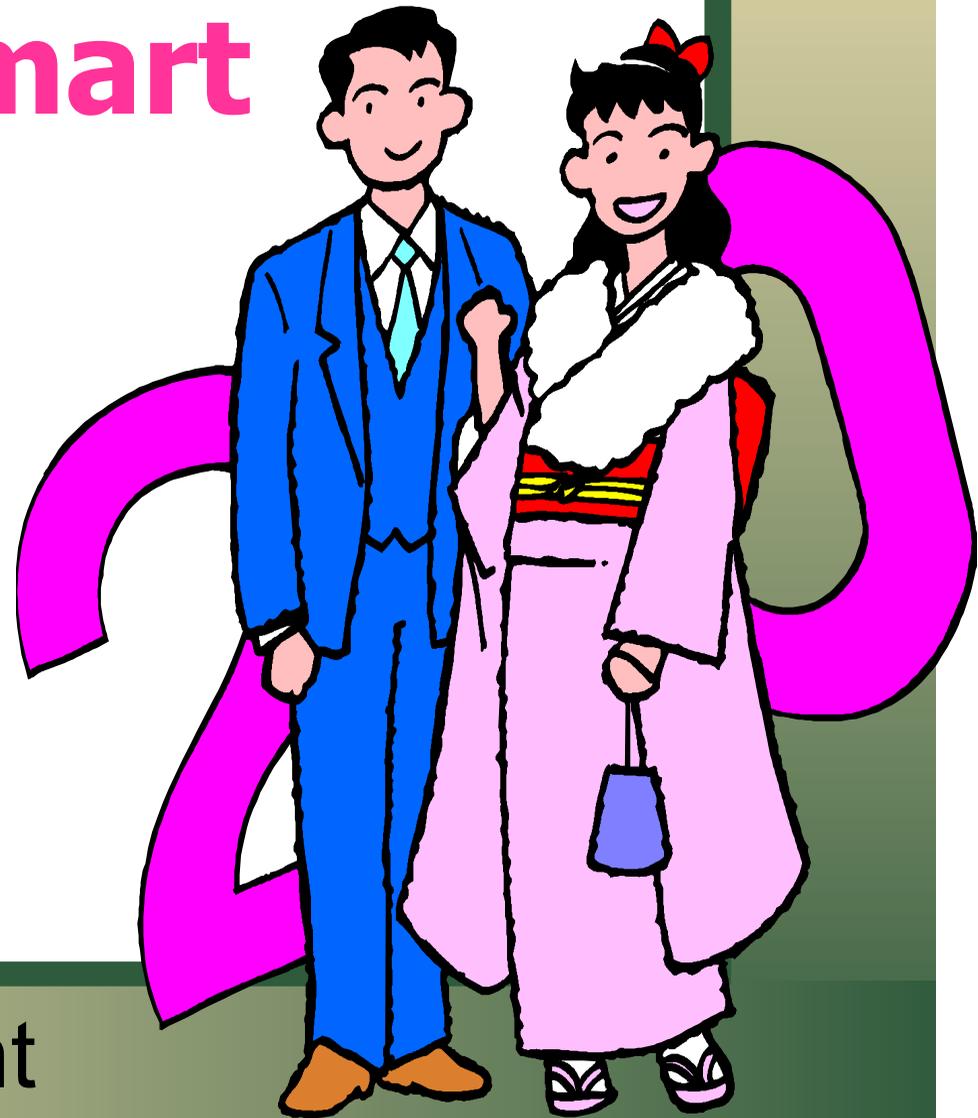
Universal Enhancement

Being An Adult

An adult is determined by virtue of age not intellect.

It's not how smart you are that determines adult status.

It's the number of years you have lived!



Universal Enhancement



Nurse aide Cindy Byler feeding a vitamin-shake to Vera Northway at the Claywest House, a nursing home in St. Charles. Northway, 77, suffers from Alzheimer's disease and is seldom separated from her doll. Gary Bohn/Post-Dispatch

System Rife With Violations

Regulations Poorly Enforced, Records Show

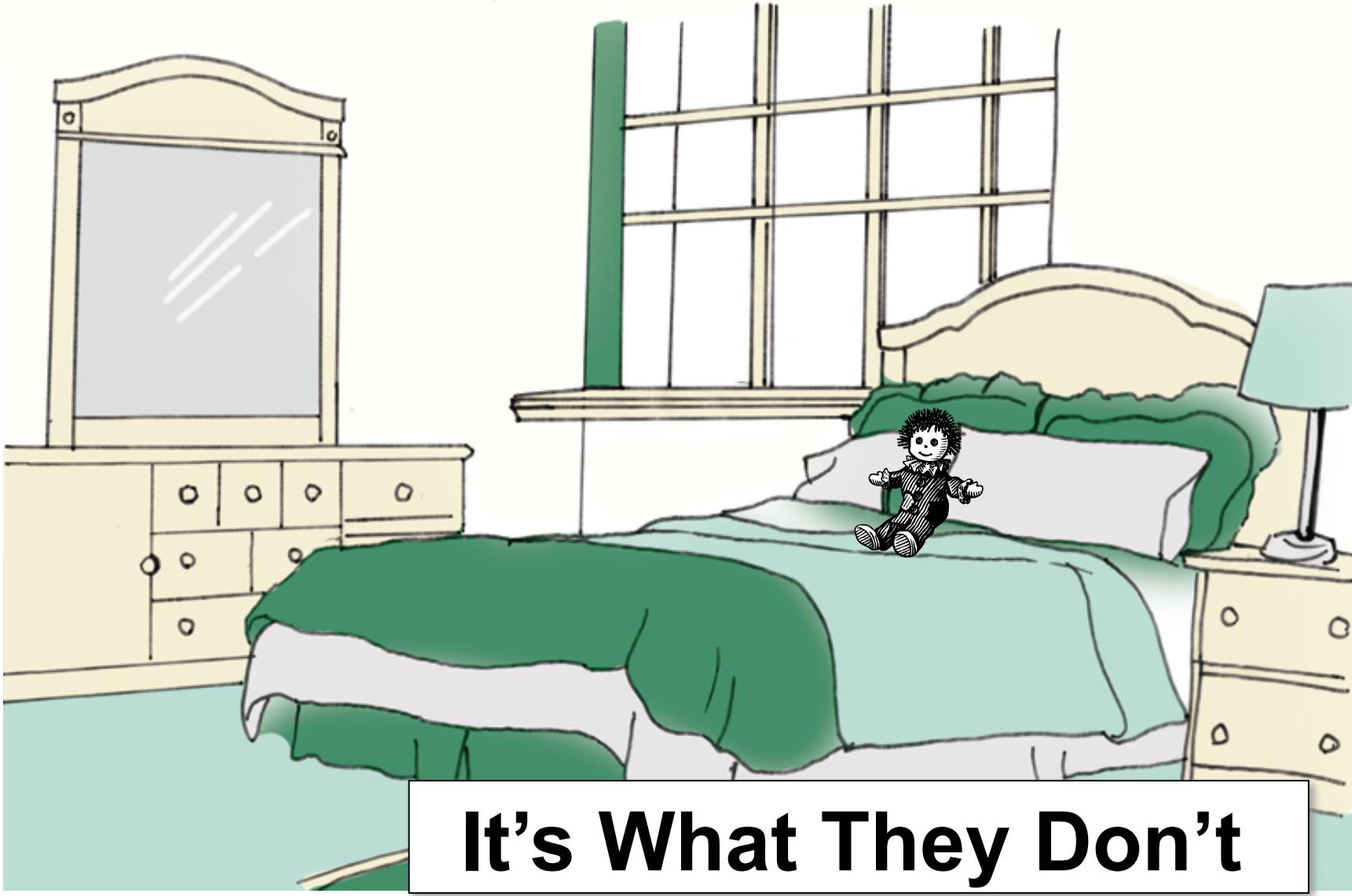
Universal Enhancement

It's Not What People Have



Universal Enhancement

It's Not What People Have



It's What They Don't

Universal Enhancement

Excuses....

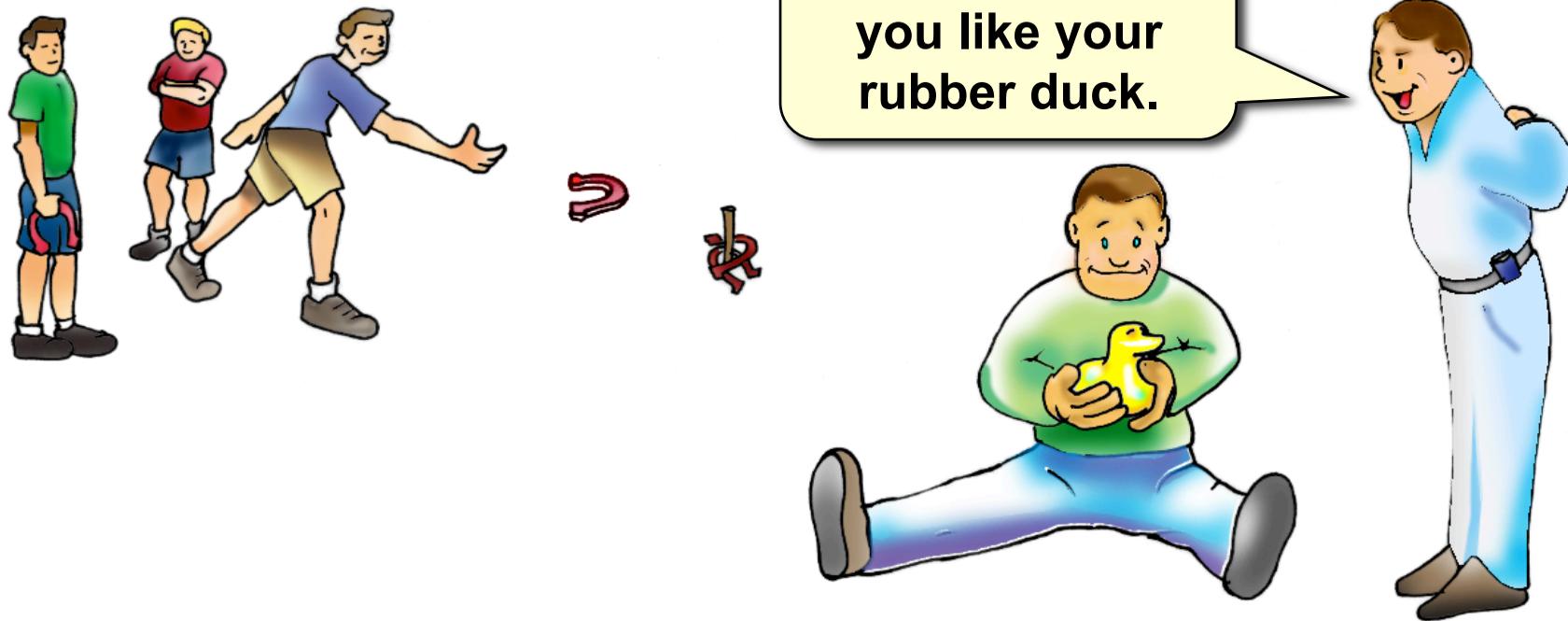
...for age inappropriate artifacts
and leisure pursuits:

- It's his right



Universal Enhancement

It's Their Right



Henry, I'm glad you like your rubber duck.

Regardless of sex, sexual orientation, religion, race, national origin, handicapping condition or age, when given options, individuals will choose those options which enhance their dignity and respect.

Universal Enhancement

Ponder This

What does it mean when a parent says "If I'm happy, then they're happy!?"



Universal Enhancement

Don't Blame the Parents

We need to be a support and role model for parents:

- Do parents observe staff interacting with their son or daughter as an adult?
- Do staff provide parents with a list of suggested gift items that are appropriate?



- Do staff celebrate and acknowledge efforts and interactions of parents that are age appropriate?
- Do staff share with parents accomplishments of their son or daughter—he made the bed, earned a pay check, participated in cooking?

Confusion

It may be confusing to some parents – the role of a parent to a minor vs. a guardian to an adult ward.

Wearing makeup

**Engaging in
masturbation**

Decorating your room

**Choosing clothing
style**

Choosing a hairstyle

**Expressing religious
preference**

**This is the domain of the parent
to a minor; not the guardian of
an adult ward.**



Universal Enhancement

Pick Your Battles

When families are resistive to best practice approaches for their family member....

frustrating
alienating
angering
provoking
or denigrating
families,

will not win the war.



Implementation Strategies

The following are strategies to move towards a cultural shift in promoting adult status for adults supported.

- **Obtain Board of Directors' support in pursuing the cultural shift**
- **Train existing and new staff on the importance of adult status**
- **Transition Day Services to full day/five day per week volunteering/employment**
- **Establish standards for adult dress, hairstyles, make up, accessories, etc.**

Universal Enhancement



Implementation Strategies (cont'd)

- Define and model appropriate adult conduct
- Address adult status in the ISP
- Work with families and those supported to understand the importance of adults living their lives as adults
- Work with those supported to decorate their spaces with appropriate adult items
- Identify adult communications skills expected of staff – train, don't blame staff for childlike interactions



Universal Enhancement



Ester Campbell and Charles Dickens were crowned queen and king, respectively, at the Senior Citizen Prom on Saturday night.

Universal Enhancement