

## Human Rights Statement

NuPath ensures that the legal rights of all people supported through ongoing oversight by the Human Rights Officer and Committee and through the continued education and training of all people in our programs on exercising their human rights. These rights include, but are not limited to the following:

1. The right to be free of unlawful discrimination based on race, creed, marital status, color, gender, sexual orientation, national origin, and political affiliation, and age, physical or mental handicap.
2. The right to religious freedom and practice without compulsion according to the program participant's preference.
3. The right to vote unless under guardianship, including reasonable assistance when desired, in registering and voting in a non-partisan and non-coercive manner, and training in self-representation in community affairs.
4. The right to communicate, with reasonable access to a telephone, and opportunities to make and receive confidential calls and to be assisted, if desired. The right to unrestricted mailing privileges and assistance in purchasing stationery and stamps as well as access and support as desired with email and social media on personal devices.
5. The right to be protected from commercial exploitation, including the right not to be exposed to public view by photograph, interview or other means; (program participant or guardian signed written consent will be obtained for each release) the right not to be identified publicly by name or address without prior written consent of the program participant or guardian.
6. The right to be visited and to visit others (see Visitation Policy and Procedure).
7. The right to basic goods and services without threat of denial or delay for any purpose. These include: opportunities for refreshments at scheduled time and in a normal setting, opportunities for physical movement that is age and vocationally appropriate, access to water and bathroom facilities, assistance in wearing work, weather, and age appropriate clothing, opportunities for social contact at work, opportunity to storage and work appropriate possessions in an individual storage space, and have adequate heat and air conditioning.
8. The right to treatment with dignity and the absence of physical or psychological abuse.
9. The right to be part of their community.
10. The right to lead a lifestyle defined by the person (self-identity).
11. The right to privacy.
12. The right to provide input and control over ones schedule.
13. The right to choice as appropriate.
14. The right to take risks that will promote growth.
15. Freedom from arbitrary eviction/dismal from homes and day programs.

The Human Rights Statement is communicated to people supported, staff, consultants, and volunteers through the handbooks, orientation procedures, and Human Rights Committee activities. Any violation or suspicion of human rights violation will be documented in an incident report form, and report to the Disabled Person's Protection Commission. Follow through on actions taken will be documented in that format until the alleged violation is satisfactorily concluded.