

# RESPECT, DISRESPECT & ABUSE

**Attention:** HR Managers, Senior Leaders, Learning Specialists.  
**NOW two dates and locations!**

- 9:30 – 1:00** **Respect, Disrespect & Abuse (3.5 hour course)**  
*Engage in the content. Experience the relevance for day-to-day supports.*
- 1:00 – 1:45** **Networking Lunch**  
*Learn how Reena will deliver this course within their own organization.*
- 1:45 – 3:00** **Exploring Next Steps**  
*Learn about options available to bring this course to your organization.*

**Facilitator:** Steve Snider (CTDP), Director of Workplace Learning -  
Christian Horizons

**Toronto - March 26, 2020**

Reena - Toby and Henry Battle  
Developmental Centre,  
927 Clark Ave West, Thornhill ON

**REGISTER at [rda2020.eventbrite.ca](http://rda2020.eventbrite.ca)**



**Kitchener - April 2, 2020**

KW Habilitation  
99 Ottawa St. S, Kitchener ON

**REGISTER at [rdaKW2020.eventbrite.ca](http://rdaKW2020.eventbrite.ca)**

**Want to transfer from March 26th to April 2nd? Please e-mail [mabain@christian-horizons.org](mailto:mabain@christian-horizons.org)  
COST: \$45 (includes lunch and refreshments)**

Respect, Disrespect & Abuse is delivered as a partnership between



# RESPECT, DISRESPECT & ABUSE

## **BACKGROUND – Christian Horizons history with Abuse Prevention**

From 1996 to 2018, Christian Horizons delivered our **Reducing the Risk** and **Reducing Vulnerability** workshops across Ontario and more recently, in Saskatchewan. In addition, we have been pleased to partner with numerous organizations through on-site delivery and train-the-trainer sessions.

## **Why Change?**

In 2018, facing financial constraints, we took a close look at our organization-wide abuse allegation data. We decided to create content that more precisely addressed current trends while also better aligning with our organizational core values – valuing people, fostering belonging, serving others and respecting gifts.

## **What's different?**

Respect, Disrespect & Abuse is a 3.5-hour course – saving thousands of dollars in back fill costs. Following the course, job aids reinforce learning and promote ongoing team development. Interactive content is also available for educating and equipping self advocates.

Respect, Disrespect and Abuse is organized as follows:

- Part 1 examines respectful supports through a powerful true story on video.
- Part 2 examines disrespectful acts using video scenes that generate great discussion.
- Part 3 examines abuse recognition, reporting and cooperating with police.

## **A Customizable Companion Guide**

While each participant receives their own workbook, each has access to a Companion Guide reference document that includes relevant agency policies and provincial legislation. For example, Christian Horizons Ontario Companion Guide Includes our Ontario Abuse Policy, Code of Conduct and Social Media Policy. The Ontario Guide also includes excerpts from Regulation 299/10, ReportON and MCCSS Serious Occurrence Reporting Guidelines.

The Respect, Disrespect & Abuse Companion Guide can easily be customized to reflect the policies and legislation relevant to any organization.

Christian Horizons has invested hundreds of hours into developing and refining the content of this course. We would be pleased to work with you to see this content used across your organization to equip employees to provide safe, respectful supports.

For more information, please contact

## **Steve Snider**

Director of Workplace Learning  
Christian Horizons



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*Christian Horizons vision is that people who experience disabilities belong to communities in which their God-given gifts are valued and respected.*