

Purpose of ENDS Statements:

Ends Statements designate the results for which the organization exists, the recipients or beneficiaries of those results, and the worth of the results or the results for certain recipient groups.

Through Ends Policies, Boards set rigorous expectations for organizational performance, rewarding impact on intended consumers. They make clear which results are to accrue to whom at what cost (efficiency). Thus, ends policies imparts a real-world focus for organization effort and optimum empowerment of management, while enabling Board withdrawal from myriad "how to" questions best answered by staff.

Definition of DRW Ownership (adopted June 14, 2014):

People with disabilities who reside in Wisconsin, and their family members and/or allies of their own choosing.

A. DRW VISION STATEMENT

All persons with disabilities and their families shall be empowered to exercise and enjoy the full extent of their rights, and to pursue the greatest possible quality of life.

B. DRW MISSION STATEMENT

DRW challenges systems and society to achieve positive changes in the lives of people with disabilities and their families.

ENDS POLICIES

C. PRIORITY ENDS STATEMENT: MOST INCLUSIVE, INTEGRATED SETTING

People with disabilities will live and work in the most inclusive, integrated setting based on the person's informed choice, with services and supports they need.

D. PRIORITY ENDS STATEMENT: LIFELONG HOME AND COMMUNITY SUPPORTS

People with disabilities and their family members and/or allies of the individual's own choosing will be knowledgeable and be able to access appropriate and high quality local home and community supports, including services and benefits, with:

- self determination
- full, free and informed choice
- individualized design and
- independence and interaction within the entire community

to the extent and duration of the individual's needs.

E. PRIORITY ENDS STATEMENT: CONFRONTING ABUSE AND NEGLECT AND DENIAL OF RIGHTS

People with disabilities will have a life free of abuse, neglect, harassment, and the denial of their legal rights in all aspects of life, including but not limited to: institutions, home, community, schools, workplaces, correctional facilities, and programs.

F. PRIORITY ENDS STATEMENT: EQUITY OF DRW'S SERVICES STATEWIDE

DRW's advocacy and other services will be provided to meet the needs of individuals with disabilities regardless of their geographic location within the state of Wisconsin.

G. PRIORITY ENDS STATEMENT: DIVERSITY & INCLUSIVITY

DRW will be internally diverse.

DRW will deliver its services with cultural competency.

DRW will make affirmative efforts to engage and advocate for non-discrimination of services to people with disabilities who are of minority status, including those of various races, cultural and ethnic heritages, gender, gender expression and sexual orientation.

H. PRIORITY ENDS STATEMENT: FREE AND APPROPRIATE EDUCATION

Children and young adults with disabilities will have a free and appropriate education. Priority is given to ensure that children's rights are not compromised in these areas:

- expulsion, suspension, and other exclusion from school
- timely transition planning which:
 - fosters increased independence;
 - ensures coordination and continuity of services from earliest identification of need to adulthood;
- inclusion in regular education classes in neighborhood schools with a range of services provided to meet the needs of the individual; and
- right to an appropriate education while residing in an institution or correctional setting.

I. PRIORITY ENDS STATEMENT: ACCESSIBILITY BARRIERS

All barriers, physical or otherwise, which prevent the opportunities for full participation in community life by people with disabilities, will be eliminated.

J. PRIORITY ENDS STATEMENT: CIVIL COMMITMENT

Civil commitment will never be used when less restrictive alternatives are adequate to address the risk of harm to the consumer or others. In order to avoid civil commitment, communities shall offer a continuum of recovery services that provides consumers a substantial and meaningful choice. All persons at risk of civil commitment will be properly advised of their rights and options and provided effective legal representation.

If civilly committed, a person shall live in a healing environment that promotes recovery. Services to persons under civil commitment shall adhere to the fundamental components of recovery and the principles of person-centered planning and trauma-informed care.

Individuals under civil commitment shall have the right to refuse particular medications and treatment. Civil commitment should last for the shortest time possible; commitments should not be extended without a finding of current dangerousness and that there are no less restrictive alternatives. Treatment and services for persons civilly committed will support maximal reintegration and timely return to the community living situation of the individual's choice.

K. PRIORITY ENDS STATEMENT: GUARDIANSHIP AND PROTECTIVE PLACEMENT

Guardianship and protective placement for people with disabilities shall be used only if it allows the person to live as safely and independently as possible in the most inclusive, integrated setting.

L. PRIORITY ENDS STATEMENT: CORRECTIONAL FACILITIES AND PROGRAMS

The rights of all individuals with disabilities will be protected under state and federal law in juvenile and adult correctional programs and settings by:

- providing treatment and supportive services that meet community standards and which are appropriate to their disability, including adequate screening, assessment, ongoing treatment, education, discharge and transition services;
- appropriately responding to behaviors that are a manifestation of a disability;
- providing effective community options, including diversion and reintegration programs which place individuals in the least restrictive alternative necessary to meet treatment goals, when appropriate, and public safety;
- eliminating discrimination, including profiling, based on race, cultural and ethnic heritages, gender, abilities, sexual orientations, age and religious traditions in correctional settings and providing reasonable accommodations to allow full participation in all available activities.

M. PRIORITY ENDS STATEMENT: ACCESS TO BENEFITS

Persons with disabilities will have initial and ongoing access to public and private benefits for which they are eligible.