

## Basic Principles

All written and unwritten policies and procedures for the Benton County Developmental Diversity Program will adhere to the following principles.

1. Respect everyone
2. Benefit others
3. Be compassionate and understanding
4. Be fair
5. Be responsible

### Explanation of Basic Principles

1. Respect Everyone: We respect people's rights and choices and their rights to make choices. This includes the right to privacy and confidentiality. We honor the worth and dignity of all people. Those who have to live with the decision should make the decision. Our role is to offer support, information, counsel, and options.
2. Benefit Others: We act in ways to benefit others by doing good and preventing harm. We make efforts to ensure the well-being of others by working together to support healthy and happy individuals and communities. We implement programs and services in such a way that access is welcoming and easy. If the system demands complexity, we bear the burden of it and make processes as simple as possible for the people we support. We provide support in ways that benefit others not in ways that are easier for us.
3. Be Compassionate and Understanding: We care about and try to understand the whole person through listening and acting with genuine concern. Supports are individualized. They are flexible, responsive, and sensitive to the unique needs of the individual, family, and culture.
4. Be Fair: We treat all people fairly with equitable access and opportunities. It is not our role to judge. Our role is to give people every opportunity to succeed. We will interpret rules with a generous intent to facilitate meeting the needs of individuals covered by the rule. If we make a mistake, we take responsibility for correcting the mistake. We advocate for the civil and human rights of all people.

5. Be Responsible: We are responsive to needs and address them in a responsible way. This includes being honest and trustworthy, communicating clearly and openly, and using resources and gifts wisely. We always try to serve people at the appropriate level of support to ensure health and safety and to enhance independence and choice. We work with all of our partners with respect and seek to develop trust-based relationships. We are honest and forthright in our communications and actions. If we promise something, we will deliver it. If we can't deliver, we won't promise.