

**DDD-PI-002**

To: Infant Development Service Providers

From: Gloria Dosland, Administrator, Family Support Services  
Developmental Disabilities Division

Date: February 27, 1985

Subject: DDD-PI-001, Requirement for a Behavior Management Committee and  
Human Rights Committee by DD Providers

As Developmental Disabilities Service Providers in the state of North Dakota, you recently received copies of DDD-PI-001, a policy memorandum requiring a Behavior Management Committee and a Human Rights Committee to be in effect and operational for all Developmental Disabilities Service Providers in the state of North Dakota.

In reviewing the impact of DDD-PI-001 on the Infant Development Programs currently operating in the state of North Dakota, it is the opinion of the Developmental Disabilities Division that Infant Development Programs do not implement Behavior Management Programs in the provision of services to infants receiving services. If the staff of an Infant Development program detect or recognize the need for a Behavior Management Program to be developed to modify the behavior of an infant being served by the program, referral should be made, with the approval of the infant's parents, to the appropriate programs in the Regional Human Service Center. The Behavior Management programs thus designed and initiated through the auspices of the appropriate regional Human Service Center should be subject to review through the internal processes of the Human Service Center involved.

Human Rights Committees, on the other hand, should be put into place and begin operations for the Infant Development Programs the same as all other Developmental Disabilities Service Providers in North Dakota. The operation and responsibilities of the Human Rights Committees, as applicable to the Infant Development programs, should have the primary duties and responsibilities of assessing the needs for assisting the development of policies and procedures by the Infant Development Program to assure the basic human rights of the infants, which they serve.

In establishing the Human Rights Committees, each Infant Development program may wish to establish their own freestanding Human Rights Committee or join in cooperation with other Developmental Disabilities Service Providers in their area in sharing the creation and operation of a Human Rights Committee. However, let me caution you that if you cooperate with committees already in place that the governing board of the Infant Development Program, in fact, by board action, appoint the members of the in-place Human Rights Committee as their individual representatives formulated for the purposes of being the Human Rights Committee for the Infant Development Program. By so appointing through Board action the individuals to serve in this capacity, two questions in relationship to the functioning of the committee will hopefully be addressed. Those questions are 1) confidentiality of cases and information which may, in fact, come

before the Human Rights Committee, and 2) questions of liability which may arise out of actions of the Human Rights Committee. Confidentiality and liability of the Human Rights Committee thus appointed should, in fact, then be covered under the ideas that if duly appointed, they do in fact have the functioning aspects as an entity of the Infant Developmental Program, and liability should then be covered via the blanket liability policies of the Infant Development Program.

If you have questions concerning this matter, please feel free to contact me.

GD:RG:kb

cc: Darwin Hirsch  
DD Coordinators  
Yvonne Smith  
Robert Graham