

#### 4. Individual Rights

- (a) Spectrum Society promotes and supports the rights of people with disabilities to full and equal citizenship under the Canadian Charter of Rights and Freedoms.
- (b) Spectrum will advocate for equal access to generic supports and, where necessary, specialized services for those who need them.
- (c) Spectrum will provide information and support to individuals to help them learn about and exercise their rights and to become effective self-advocates.
- (d) The rights and responsibilities of Spectrum employees and caregivers are defined in the Society's policies and procedures. The rights and responsibilities of individuals and families receiving service from Spectrum are defined in Policy 4.1 (Individual Rights) and Policy 4.2 (Responsibilities).
- (e) When Spectrum begins providing services, and annually thereafter, we will review people's rights with them, including:
  - (i) Advocacy and self-advocacy resources available to people with disabilities
  - (ii) Spectrum's conflict resolution policy and procedure
  - (iii) Spectrum's complaints policy and procedure

Please refer to Policies 4.1 and 4.2 for more information.

The CLBC publication, ["Rights and Safeguards: A Guide for Self Advocates"](#) is an excellent resource for a conversation about rights.