

LIVING WELL

Healthy, Safe and Connected

COVID-19 RIGHTS BOOKLET



INFORMATION AND RESOURCES TO KEEP YOU HEALTHY, SAFE AND CONNECTED

IN THIS BOOKLET:

Your Rights During COVID-19..... 2

Your Employment Rights 4

Your Rights During Reopening..... 6

Risk Assessments 8

You should call 911 if there is an emergency. If you have been abused or are neglected, contact the County Adult Protective Services or children’s protective services unit or the police.

- You have the right to be safe in your home.
- You have the right to be free from abuse and neglect.
- You have the right to the services and supports you need to stay healthy and safe.
- You have the right to tell your Care Manager or IRIS Consultant if you are unhappy with a service or think you need a change to your services.
- You have the right to get help from your doctor or hospital and they cannot refuse care because of your disability.
- You have the right to life saving medical care if you get sick with the virus.



“I am an essential worker.”



“There a lot of ways to stay connected.”



“We all have to do our part to keep everyone safe.”



This project was supported, in part by grant number 90DNIQ0004-01-00, from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects with government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official ACL policy.



Your Rights During COVID-19

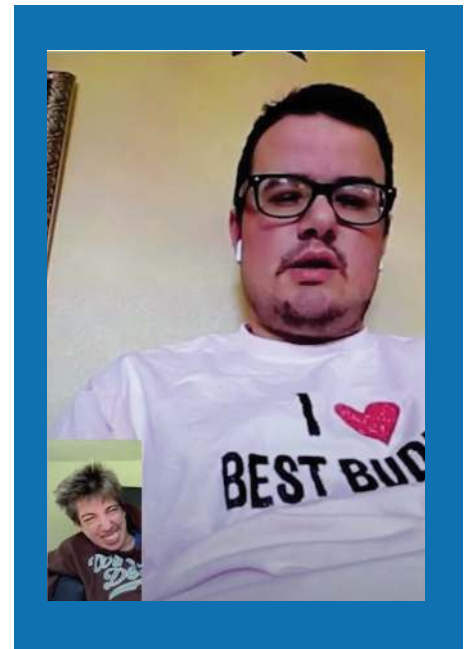
These can be scary times. This is a list of rights you have during the COVID-19. Talk about these rights with your friends, family and people who support you.

You have the right to get the help you need.

- You can get help from an advocate. An advocate is a person who helps people with disabilities. You can call Disability Rights Wisconsin at 800- 928-8778 or The Board on Aging at 800-815-0015 if you need an advocate.
- You can decide who will go with you if you have to go the hospital or see the doctor.
- You can have rules explained to you in a way you can understand. Tell someone if you do not understand.

You have the right to connect with your friends and family.

- Your caregiver should help you use the computer or phone to see and talk to the people in your life.
- You can use the computer, phone, or iPad in your home to talk to people you want to talk to.
- If you do not have a computer, phone or iPad, you can ask your Care Manager, IRIS Consultant or caregiver to help you get one.
- If you need help learning how to use a computer, phone, or iPad, you can ask your Care Manager, IRIS Consultant or caregiver how you can get help to learn.
- You can talk to friends and family without your staff in the room.
- If you want to see your family or friends, your caregiver can set up a way for you to say hello through a window or from a safe distance outside of your house. You can ask your Care Manager or IRIS Consultant to figure out what will be safest and fit your needs best.
- If you are upset that your friends or family can't visit you, your Care Manager, IRIS Consultant, or service provider should help you find a way to feel better.



“I use [technology] for medication reminders... keeping myself safe... and meal planning”. – Matt

You have the right to do safe activities.

- You can go outside and take a walk or get fresh air even if you need a caregiver with you.
- You can hang out with your roommates at home as long as no one is sick. You can have meals together and watch TV together.
- You do not have to stay in your room alone all the time.

“There are a lot of ways to stay connected”
– Kathryn

You have a right to stay in your home.

- You have the right to stay in your house if you get sick. You do not have to move.
- You have the right to come back to the place you live if you have to go the hospital.
- If someone tells you that you have to move, you have the right to talk to the important people in your life like your family, friends, and caregivers before anyone makes you move. These people should help you.



You have a right to be heard.

- You have the right to tell others how you feel. They should support you to express yourself.
- Sometimes people have trouble saying how they feel. You might feel angry or sad and act out strong feelings. No matter how you show your feelings, other people should not punish you.
- If you cannot tell people what you need with words, it is the job of your caregivers to figure out what you need and how to help you.



Your Employment Rights, Responsibilities and Resources During COVID-19

COVID-19, called the Coronavirus, has made changes at work for many people with disabilities. It is important that you know your rights! Talk with people who support you and your employer so that you can **make the right choice for you** about work. Things to talk about are:

1. Are you at risk of getting sick because of your age or health?
2. Can you 'physical distance' at your job? Physical distance means staying 6 feet or more away from people.
3. Is your employer making your job safe from the virus?
4. If your employer has new rules at work to keep people safe, can you follow them?
5. Can you get the supports you need at work?
6. What are your reasons for wanting to work? Are these reasons worth the risk of getting sick?
7. Will your boss fire you if you do not to go back when they open?



You Have a Right to:

- Go to work if you are a working in an essential job. Essential jobs are at business that lawmakers in your town, county or state have let stay open. Ask your boss if your job is essential.
- Get an essential job, even a temporary one, if you want to work.
- Get services to help you find a job.
- Get job coaching supports through a phone or computer for work if you need them.
- Live at your house or apartment even if you chose to go to work.
- Talk to coworkers who are your friends through your phone or computer.

“I’m very glad to be working and proud to be essential”
– Nate, Kwik Trip

- Talk to your boss about going back to work if you have been laid off or taking time off work
- Ask your boss for accommodations if your health or age puts you at risk for the virus. A job accommodation is a change to a job or work area that makes it possible for you to do your job.
- Get support to understand how your benefits can change if your job or money you get changes.
- Get the rides you need to get to work. If rides were on your plan before the virus happened, they should stay on your plan. If you need new or different rides, ask your Care Manager or IRIS Consultant about putting them on you plan.
- Call Disability Rights Wisconsin at 800-928-8778 if you think your employment rights are violated.
- Get support to understand and use all of your rights. If you need help ask your Care Manager, IRIS Consultant, or your service provider for help.

“I feel important to the community and customers”
– Eddie, Pick ‘n Save

Your Responsibilities:

- **You need to tell agencies about changes to the amount you work and money you get.** Work and money can change your benefits and services. Make a list of people to tell, like your Division of Vocational Rehabilitation Counselor, Care Manager or IRIS Consultant, the Social Security Administration, Unemployment office, etc.). Ask someone to help you if needed.
- **If you are working, you need to keep yourself and the people around you safe.** You do this by washing your hands a lot, wearing a mask, staying six feet away from other people, and not going to work if you are sick. Ask your employer about ways to stay safe at work.



- **Contact your boss to find out if and when you need to go back to work.** Ask them what they are doing to keep people safe at work and the new rules you will need to follow.
- **Learn how to ask for accommodations.** If you think you need an accommodation to stay safe at work but your employer does not know you have a disability, you need to decide if it is a good idea or not to tell them about your disability. You can learn more about asking for accommodations by calling or emailing the Job Accommodation Network at <https://askjan.org>



Your Rights During Reopening

Your Rights.

- You should be able to receive services even if you have a hard time following the rules during COVID-19. Your provider can help plan to follow the rules such as social distancing (staying 6ft apart from others) wearing a mask, and greater personal care needs.
- Your service provider should not stop you from attending or getting services based on what staff want or if they think it will be hard to support you; this is discrimination.
- Service providers should not make you or your family, guardian, or supporter feel like staying home or refusing services is what is best for you. You and the people who support you should make that decision not on what the provider might think.
- You or your guardian should not sign an agreement that lets the service provider out of their responsibility to keep you safe.
- Your natural supports should not be considered your back up if services or supports are reduced or stopped. A backup plan should be put in place with many different options, including paid support.
- Your service provider should plan how they will provide services if your family member needs to go to work. Services should not be stopped because your family cannot be there to help you.
- Your service provider, Care Manager or IRIS Consultant should work with you and your staff at home about how you will get the support you need during the day if you cannot go to work or attend services during the day.
- You should expect regular check-ins with your Care Manager or IRIS Consultant. These are to make sure you are safe and have the services you need. They should be offering options for activities and support for you and your caregivers.



“I like participating in virtual services but, i was excited to get back.”
– Service User

- Person-centered planning should be talked about often during the health emergency to assess if there is a need for new goals or services. They should pay attention to changes with your mental health.
- You should be able to continue in the least restrictive service options (the place you chose). You can do things in the community with people who don't have disabilities.
- You have a right to vote, including voting by mail. You can get information on voting from your Care Manager, IRIS Consultant or service providers. You can find out about voter registration, absentee voting, and transportation to vote by calling the Disability Rights Voter Hotline at 844-DIS-VOTE (844-347-8683).
- Your service providers, Care Manager or IRIS Consultant should talk to you about changes in rules and services that might affect you. You should get this information in a way you can understand. (for example, reading level, screen readers, translation, or sign language interpretation).
- You and your family should get information quickly if staff or anyone at your program or activity gets sick with COVID-19.

“It was easy to follow [the safety guidelines] because they are the same ones I follow in the community”.
– Megan

Your Responsibilities

- Before getting services again, you will need to talk to your service provider about the new rules and the accommodations you need.
- You must tell your service provider about any symptoms you have that could be COVID-19. Symptoms can be a cough, a sore throat, a fever, your head hurts, your body hurts, or your stomach hurts or diarrhea.
- You need to tell your service provider if you think you have been around someone with COVID.



- You need to wear a mask, stay six feet or more away from people, and wash your hands a lot when you leave your home.
- Speak up if you need help. Let your service provider, Care Manager or IRIS Consultant know if you need more help. Your caregivers or family should also ask for more help if they need it.
- Ask for things to be explained in a way that you understand. If you do not understand tell the person.

Risk Assessments

What is a risk assessment?

- A set of questions to help determine if something you do in your life creates a concern for your health and safety.
- It should be a conversation between you, your family or supporter, and your Care Manager or IRIS consultant. **Questions might include:**
 - What is the activity you are doing that is not ok?
 - What additional services and supports might you need to stop or change this activity?
 - What could happen to you if you don't stop the activity?
 - What ways can you work to stop the activity?
 - What if you don't think you can stop the activity and you want to continue?

Risk assessments might be used during COVID-19 to make plans before you start services again. They will:

- Look at your whether you are healthy and could get COVID-19 more easily
- Assess your ability to follow social distancing (6 feet apart from other people), wear a mask, or wash your hands
- Learn if you understand how to keep from getting COVID

How can I be involved in the risk assessment?

- Have someone you trust with you when talking about risk.
- Ask questions and be sure to tell your Care Manager or IRIS consultant what you want and what you will do about the activity
- If they ask you to sign a form, be sure to read it or have someone read it to you before you sign.
- Get help from an advocate if you are concerned about the form.

Connect with Living Well:	
	Board for People with Developmental Disabilities Share what you are doing in the comments on our page or tag us in the photos or stories on your pages!
	Tag us in cool and accessible things you see on Twitter! @WIBPDD
	Share what you are doing in the comments on our posts or tag us in the photos or stories on your pages. Answer the questions you see in our Instagram Stories!
	Self- Determination Channel Share what you are doing in the comments on our videos!
	Join us every week for Living Well Wednesdays on Facebook, or sign up for emails to get the zoom link https://wi-bpdd.org/index.php/join/ .
	The COVID-19 Resource Toolkit has information and resources designed to keep you healthy, safe and connected during COVID-19. Download the toolkit from the BPDD website here: www.WI-BPDD.org