



**Crystal Springs is currently seeking volunteers to serve on our Human Rights Committee.**

The purpose of the Committee is to promote and protect the dignity, legal rights and liberties of all individuals being served by Crystal Springs.



**Bylaws & Requirements**

**Purpose:**

- a. to monitor and review all activities with regards to human and civil rights of individuals
- b. to serve as a forum for staff concerns, parent/guardian concerns, community member concerns
- c. to provide feedback/commentary for all items reviewed by the committee in a way that best supports the individuals served by Crystal Springs to ensure their best interests are safeguarded.

**Section 2. The Committee shall act as:**

- a. an advisory board, reviewing and monitoring program practices and procedures, making recommendations to the Director of Adult Services and CEO.
- b. an advocacy group, supporting the recognition and protection of all rights in all aspects of the program.
- c. a monitoring body, reviewing formal investigation results and conducting independent informal inquiries as needed.
- d. an agent for change, identifying any areas in which improvements are needed.

## **ARTICLE III. MEMBERSHIP**

Section 1. The Committee shall be composed of a minimum of five members, at least three of whom shall be individuals, parents or guardians of individuals. The Committee shall not consist of more than fifteen members. No member will have a financial or administrative interest in CSI, or in the Department of Developmental Services (DDS). (See DDS regulations, Section 3.09(1)(c))

The Committee members shall have experience and knowledge relevant to the duties of the Committee; the Committee shall also include professional members to include: an attorney, law student, paralegal with relevant expertise, a physician or nurse, and a psychologist with expertise in applied behavior analysis, mental retardation or other relevant areas. The CSI Human Rights Coordinator shall serve as a non-voting party to the Human Rights Committee. (See DDS regulations, Section 3.09(1)(c))

Section 4. All members must agree to retain confidentiality of information obtained as members of the Committee.

## **ARTICLE V. MEETINGS**

Section 1. Meetings of the Committee shall be held at a minimum of quarterly each year or as deemed necessary by the Committee. It is the goal of the committee to meet more often, and meetings will be scheduled every other month.

**For further information, please contact either:**

- Michelle Tower, Director of Social & Ancillary Services  
774-855-3305 or mtower@crystalspringsinc.org
- Nina Lima, Adult Services Coordinator  
774-855-3327 or nvlima@crystalspringsinc.org
- Novene Powell, Director of Adult Services  
774-855-3347 or npowell@crystalspringsinc.org