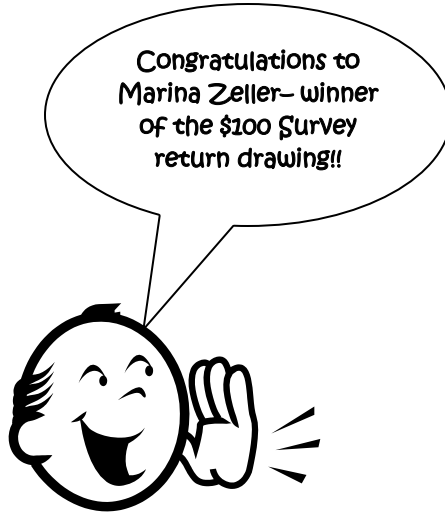


The Life Pattern

June 1, 2011

lifepatternsks.org

A publication of Life Patterns, Inc.



Thank you to all employees who returned the Life Patterns survey. Here are some of the valuable insights we gained:

99% are interested in having their paycheck direct deposited.

Of the 99% interested, 99% said they would be willing to pay up to \$1 as part of the cost of the direct deposit.

98% of the employees heard about their job from a friend or family member. So, next time you have a job opening, tell everyone you know about it. That's the best way to find someone to hire!!

Good communication was cited as the most important part of making it easier to go into someone's home to provide support. Also mentioned was laying out the expectations of the job prior to the employee starting.



LIFE PATTERNS CONFERENCE BACK TO THE FUTURE A GREAT SUCCESS!!

If you were among the people who attended the "Back to the Future" conference in Topeka on April 1, 2011, then you know just how dynamic Derrick Dufresne can be. Attendees were not only inspired by Derrick's talk, they were also anxious to get home and get started making things happen.

Even when faced with budget cuts, we can still approach services for people with a disability in a positive, progressive way. Thank you, Derrick, for helping us to stop and think about how things are done and giving us motivation to make change happen.

Attendees at the conference requested that we publish these recommendations:

Direct Support Person QUALIFICATIONS

The candidate chosen for this position will:

Be Reliable

Must be on time

Must have a good attendance record

If he/she misses work, it must be for a good reason, i.e. sickness or emergency

Be a People Person

Meet people easily.....Represent person with a disability well when meeting people in public

Make others feel comfortable in conversation

Be willing to learn

This position requires extensive training.....Be a good listenerLearn the position as instructed

Be energetic

Make use of idle time

Be upbeat.....Leave personal problems at home.....Maintain a pleasant atmosphere at all times

Be a team player

Refrain from talking about other attendants, parents, etc. with other attendants and never in front person with a disability

Be willing to assist with back-up for other positions if needed



JUST FOR YOUR INFORMATION:

The Life Patterns office will be closed for the following holiday:

Friday, July 1 through

Tuesday, July 5, 2011

Independence Day



(At the Life Patterns, Inc. conference in April, there were many questions about in-home surveillance cameras. The following article might be helpful to those with questions. Although it discusses "nanny" services, the same rules would apply to in-home support.)

Are Hidden Nanny Cameras Legal?

It is generally legal to videotape nannies without their permission; however, using cameras with audio can impose legal ramifications since it may fall under "eavesdropping" or "wiretapping". Laws governing use of a device with an audio component to tape a sitter without consent vary from state to state. Check with your local laws to confirm.

We all have expectations of privacy in private places. But should we expect privacy in the home of another? The answer is **NO**. Parents and other proponents of nanny-cams argue that the installation of a hidden camera in their own home is not an invasion of privacy.

The court has agreed. In *State v. Diaz*, 706 A.2d 264 (1998), the leading case on this topic, the court ruled that a videotape made by a hidden camera in the residence of the parents of the child was admissible as evidence in the lawsuit against the nanny for assault and child endangerment. The court decided that since there was an absence of state action, the Constitution did not protect the nanny's privacy in someone else's house.

The court also held that a videotape without sound did not violate the [Wiretapping and Electronic Surveillance](#) Control Act, but furthermore, that sound was admissible because the parents had consented to their child being taped. States vary on this particular issue, but most agree that videotaping your nanny without her knowledge is perfectly legal so long as there is no sound. Audiotaping without the nanny's consent is an issue upon which the states are split.

There are a variety of reasons people choose [home surveillance](#). Many parents who are using a nanny service for the first time want to make sure that their choice of a nanny is good. Many times you will find out about a nanny's behavior in the first month or two. The fact that one's child has been entrusted to someone you hardly know can be a big leap of faith. Parents may be concerned about a sitter's everyday behavior such as smoking or cursing, or they may have greater concerns of whether the caregiver is paying enough attention to the child, or is physically or emotionally abusing the child.

"I want to know when I leave and close that door what's going on behind it. I want to know my child is safe and being nurtured, played with, sang to and loved." "I think the ethics go right out the window when it comes to protecting our children. Caregivers are paid to keep your kids safe and happy, not to get mad at your kids, yell at them and hit them or put them in a swing all day and neglect them."

Nanny-Cams and our Privacy by Jessica Sann