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Professional Crisis Management Association, Inc.

Public Policy Number: AAD01-PUB

Date Originally Approved: 01/05/2009

Current Version as of: 06/07/2012

Title: PCMA Mission and Values

Policy:

It is the policy of the PCMA to make its mission and values known to employees, customers and the general public and to ensure that all other policies, procedures and practices are aligned with them.

Mission Statement:

The Professional Crisis Management Association is committed to providing an improved quality of life for children, adults, and their families in education and human services through leadership and excellence in behavior analysis, crisis management, training, credentialing, evaluation and technology.

Values and Principles Statement:

PCMA, as an organization, is driven by a set of core values and principles. All PCMA training programs and services incorporate these same guiding principles at all levels (instructors, practitioners, consumers, etc).

They are:

- Human beings have a basic right to humane and dignified treatment.
- Human beings have a right to safety and freedom from pain.
- Human beings have a basic right to freedom of choice.
- The least restrictive alternative that is likely to be effective is critical to safety and success of individuals.
- Teaching and support strategies must be as positive, pro-active and non-coercive as possible.
- Teaching and support strategies must utilize proven principles of effective behavior change, such as continuous feedback, behavioral shaping, and fading of cues and assistance.

PCMA is committed to ensuring that its products and services meet the requirements of user organizations, including applicable laws, rules and standards.

PCMA is also committed to providing consultation and other forms of support to user organizations with the respect to their staff and the individuals they support.

Procedures:

- A) The PCMA mission and values statements will be posted on the PCMA website.
- B) The PCMA will provide a written, faxed or electronic copy of the mission and values statements to customers and others on request.
- C) The PCMA will adopt programs, services and practices that are in alignment with the mission and values statements.
- D) PCMA encourages organizations that use Professional Crisis Management to have up to date policies that discuss: an appropriate values base, the proactive support and prevention of challenging behavior, the rights of service users, the principles of least restrictive physical intervention and principles of minimum force, debriefing and staff support systems, applicable legislation, and health and safety legislation. When requested, and when required by standard (United Kingdom) the PCMA will support organizations that do not have such policies in their development and implementation, as soon as practicably possible.

Approval Signature:

Neal Fleisig, Executive Director