



Family of Women Impaired State Procedure

Purpose

The purpose of this procedure is to provide guidance to Family of Women Leaders on how to respond to a woman who is in an impaired state during the course of a Family of Women program meeting or event.

Definition

Impaired State: The Family of Women has a defined standard of 'Participate Fully' - meaning to give one's full attention and best effort to the activity at hand. A woman is in an impaired state when she is not capable of participating fully due to use of drugs or alcohol, prescription medications, illness, or other internal or external cause that inhibits her normal mental faculties.

Context: Upon identifying that a woman participating in the meeting is in an Impaired State, the PL accesses her Power Within and Power With to bring compassion to the situation and the woman and takes action from that context.

It is the responsibility of the Program Leader and the other members of program to uphold the Standards of the Family of Women throughout any incident in which this policy is invoked.

Safety: The primary responsibility is to ensure the safety of both the impaired woman and the other members of Program. This takes priority over commencing or continuing with the program/agenda as planned.

Confidentiality: If possible the Program Leader should have a private conversation with the woman to assess her condition. If there is concern for the woman's health, well being, and/or if she becomes combative, call 911. If the Program Leader feels she is not capable of addressing the situation, she should ask the help of **one** of the members in program, i.e. the woman's buddy or one who has a close relationship. The Program Leader is ultimately responsible for making the decision on how to proceed.

If it is determined that the woman is impaired and her health is not in jeopardy, the Program Leader should privately inform the woman that for her well being, she will not participate in the planned Program.

Removal from Program: PL will then ask the woman to contact a family member/ friend to take her safely home. If she is unable to do so, the PL may ask the other women in program for help in locating a family member or friend of the women.

If no one can be reached, the PL may decide to have another woman in program drive her home, or ask her to go to a separate room if available until the end of program, or determine another safe means of transportation.

Follow Up: The Program Leader should follow by explaining the circumstances to the members in program reminding them of confidentiality and participating fully during the remainder of the program.

The Program Leader should speak to the woman within forty-eight hours following the Program to inquire about the woman's health and to determine if there are necessary steps to be taken that relate to the requirements, standards and policies of the Family of Women.

If this condition reoccurs the Program Leader should speak with the Chapter Coordinator/Area Leader to inform her that the Program member has been unable to participate fully.

We must keep in mind that the Family of Woman is not a support group nor is it designed or delivered in such a way as to be psychotherapeutic.

APPROVED: By the Board of Directors for the Family of Women

Date: 6/6/15 Signature: Stephanie J. Lode