



Supporting Inclusive Environments Expectations for Support Workers/Aides

Westside Recreation supports an inclusive environment and welcomes all participants. We work together with your family and Support Workers/Aides to ensure exceptional experiences in our programs, camps and special events.

If a Support Worker/Aide is utilized by a participant in school or other settings, a Support Worker/Aide will be required in all Westside Recreation programming. For consistency and ongoing support, it is the responsibility of the participant's parent/guardian to arrange for and provide their participant's Support Worker/Aid. There are no admission or registration fees for Support Workers/Aides to attend Westside Recreation programs, camps or special events, with a registered participant.

To ensure everyone is set up for success, Westside Recreation has the following expectations and guidelines for Staff, Support Workers and Aides.

1. Support Workers/Aides must remain with the participant they are supporting at all times.

- If the program involves swimming, Support Workers/Aides must swim alongside their participant and be prepared to provide assistance in the water and support their ongoing needs and abilities
- If someone is receiving 'fading support' to increase independence, Support Workers/Aides do not need to be right beside the participant all the time, but should be engaged and participating in the program and in the same space as the participant. Disengaged and removed from the program are not appreciated.
- Support Workers/Aides should be proactive in queuing, prompting, demonstrating, and stepping in when they identify triggers, needs, and/or see signs of change in behaviors.

2. Support Workers/Aides are expected to follow all Westside Recreation program and facility rules and procedures. Support Workers/Aides should be prepared to:

- Participate in all activities to the extent of their participant's needs and abilities.
- Wear appropriate clothing and footwear for active participation.
 - High heels, dress shoes, boots, short skirts, etc., are not appropriate in program settings.
 - Support Workers/Aides should bring (family-friendly) swimwear and a towel for pool activities.
- Avoid the use of cell phones or other electronic devices during program times.



3. Support Workers/Aides are responsible for supporting the participant and maintaining appropriate boundaries within the program.

Support Worker/Aide	Westside Staff
<p>Responsibilities and Boundaries:</p> <ul style="list-style-type: none"> • Assist and support the participant they are working with • Find and apply modifications for the activities to suit their participant’s needs and abilities • Suggest strategies and ways to promote their participant's engagement in the program • Support Workers/Aides may not supervise, instruct or assist other program participants 	<p>Boundaries:</p> <ul style="list-style-type: none"> • Lead Westside Recreation programming, camp and special events • Follow all Westside Recreation policies, procedures and guidelines, maintaining a safe, caring and fun environment • Facilitate participation for all participants • Create an inclusive environment by facilitating conversations, care, relationships among and between participants
<p>Communications:</p> <ul style="list-style-type: none"> • Introduce yourself to Westside staff • Share any important needs or concerns with Westside staff • Facilitate peer to peer relationships for their participant • Ensure open communication and collaboration with Westside staff 	<p>Communications:</p> <ul style="list-style-type: none"> • Provide program schedule and details to the parents and Support Worker/Aide • Provide information on Westside Recreation policies & procedures • Ensures open communication and collaboration with families, Support Workers/Aides

Should you have any questions or would like to discuss your child’s needs and abilities with us, please contact the Program, Camp or Special Event Supervisor.