

Getting Prepared for Boomers



**And a whole new set of
gender identities,
sexual preferences, and behaviors**

Just One Request . . .



Put your judgment on hold

Gender Expression



**How we communicate gender through
clothing, appearance & mannerisms**

Terms We Should Know



Gender Non-Conforming

When a person's gender expression does not correspond with the appearance or behaviors of a stereotypical male or female

Terms We Should Know



Gender Inclusive:

Moving from the notion of gender as a binary concept to a more expansive understanding and acceptance of the gender spectrum

Terms We Should Know



Gender Neutral:

Not restricted by gender—refers to persons of any gender or no gender

Gender Neutral Bathroom Signs

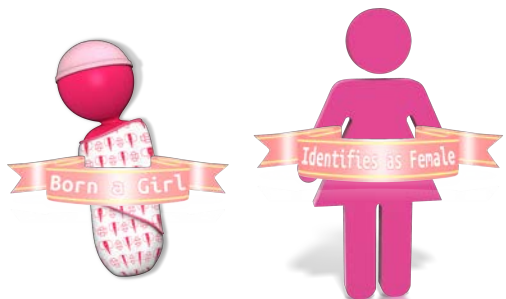


Mattel's New "Creatable World"



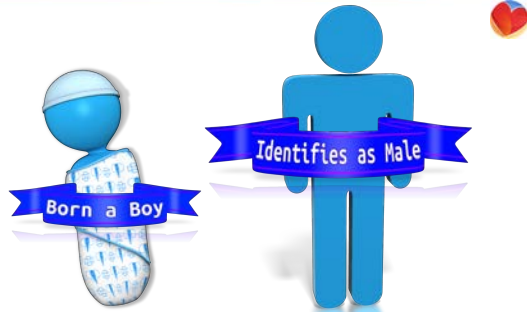
Gender-neutral doll line

Cisgender



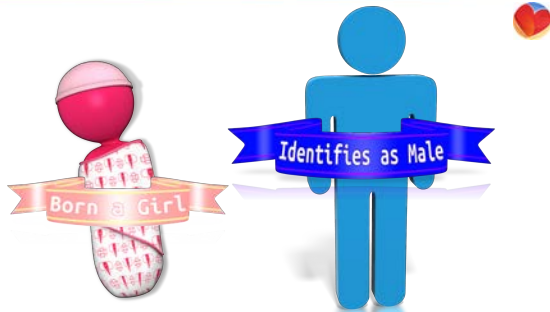
Gender identity aligns with the sex assigned at birth

Cisgender



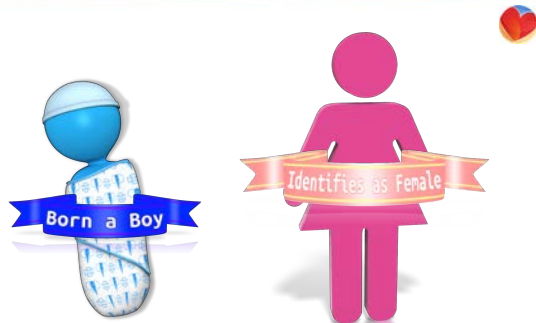
Gender identity aligns with the sex assigned at birth

Transgender



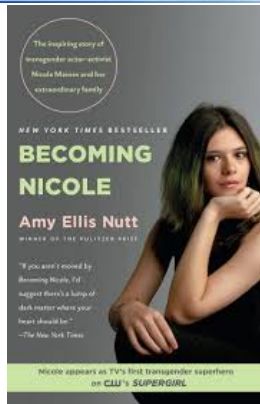
Individuals who identify with a gender different from their gender at birth

Transgender



Individuals who identify with a gender different from their gender at birth

Fabulous Book!



Transsexual



I was born with male genitalia.



I am now a woman.



Individuals who have undergone a social transition from male to female

Transsexual



I was born with female genitalia.



I am now a man!



Individuals who have undergone a social transition from female to male

Gender Fluidity



Having different gender identities at different times

Genderqueer - Non Binary



Feminine Man

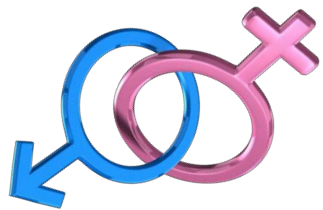


Masculine Woman

**Without gender . . .
genderless, gender free,
non-gendered, or ungendered**



Gender Expansiveness



A person who does not identify with being either male or female, or who identifies as a combination of both, or who expresses gender in a different way



Terms We Should Know

Gender Neutral Pronouns:

- They or Them
- Hir
- Emself
- Zi
- Ze

Agendered

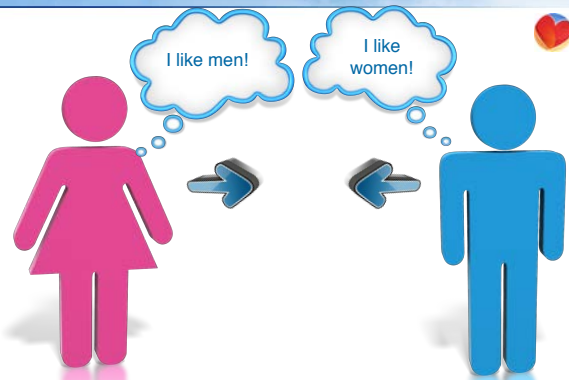


Individuals who have no gender

Sexual Preferences

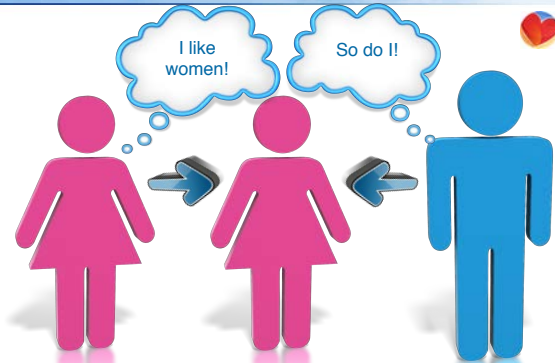


Heterosexual:



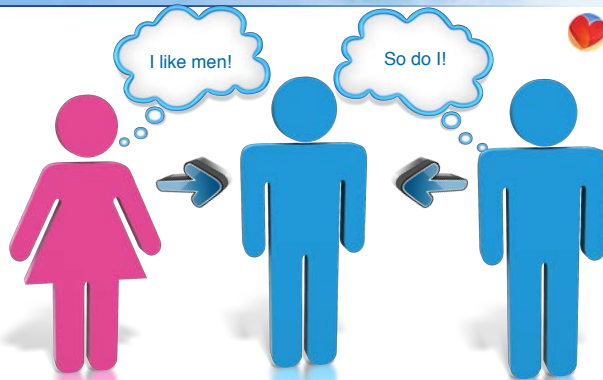
Attracted to people of the opposite sex

Gynesexual—Gynephilia



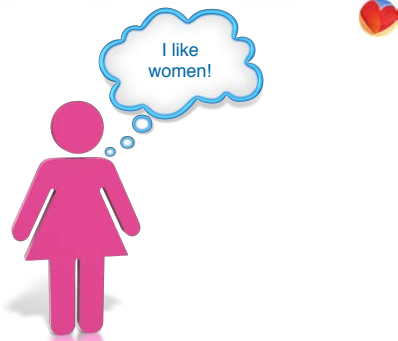
Attracted to women

Androsexual—Androphilia



Attracted to men

Homosexual: Attracted to Same Sex



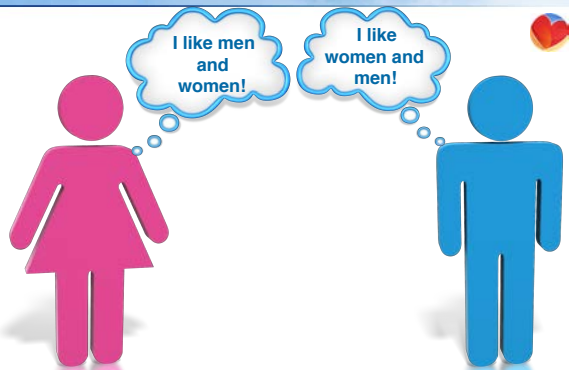
Lesbian women are attracted to women

Homosexual



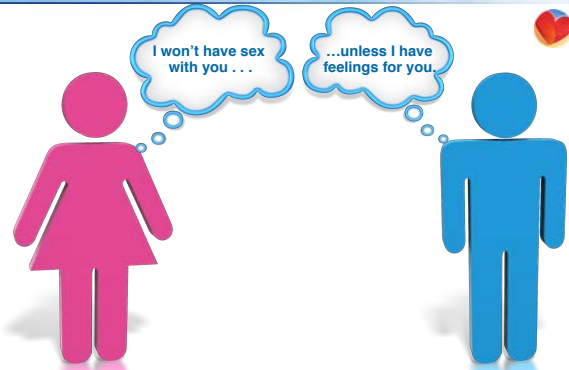
Gay men are attracted to other men

Bisexual



Attracted to own gender and another gender

Demisexual



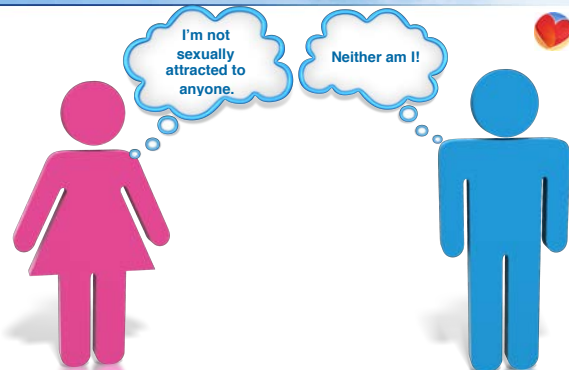
Attraction dependent on emotional connection

Pansexual — Omnisexual



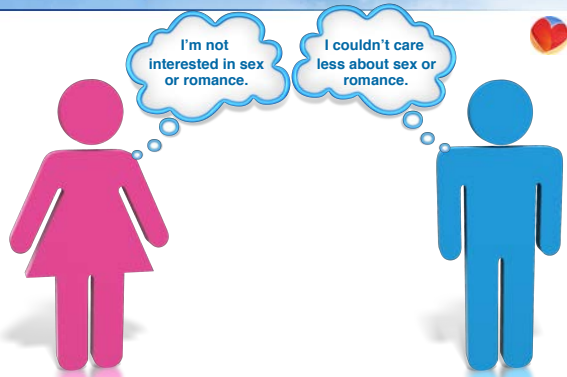
Attracted to others regardless of sex or gender

Asexual



Does not experience sexual attraction

Aromanticism



No interest in sexual or romantic relationships

Queer



Umbrella term for all non-heterosexual, non-cys-gender identities

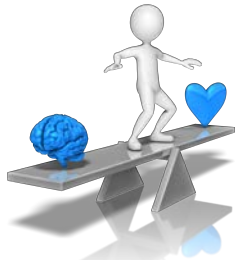
Now That We Know . . .



There are multiple gender identities and sexual preferences

How do You Create a Policy That Balances

Sexual & intimate expression with . . .



Residents' rights and autonomy?

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Maslow's Hierarchy of Physiological Needs

- Air
- Food
- Drink
- Shelter
- Warmth
- Sex
- Sleep

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Federal Law Guarantees Residents

Privacy

Confidentiality

Dignity and respect

Right to make independent choices

Choose visitors

Meet visitors in a private location



Limits to Sexual Expression in LTC

Lack of privacy

Restrictive attitudes of staff

Negative attitudes of family

Lack of training in sexual expression

Determining capacity to consent

Lack of policies & procedures

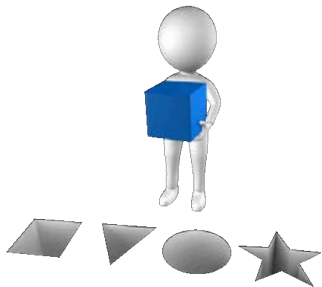
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Ideal Policy



**Link sexual expression
to person centered care**

No "One Size Fits All" Solution



Every situation is unique

Step 1: Select the Stakeholders



Residents



Family Members



Physicians and Nurses



Therapists and Social Workers



Pastoral Care Workers



Long-Term Care Ombudsman



Assemble the Stakeholders



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Step 2: Become Subject Matter Experts



Educate Stakeholders

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Step 3: Build Policy Guidelines

What are your state laws?

What is your organization's philosophy?

Review existing rules & policies

Define healthy behaviors

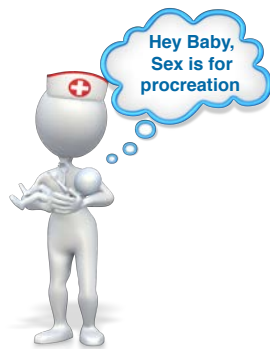
Define risky, inappropriate behaviors

Develop a formal system for reporting

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Step 4: Assess Facility Environment

We believe sex should be between a married man & woman who are physically and mentally healthy



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Step 4: Assess Facility Environment

We believe sexual expression is a basic human right



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Talk to the Staff



What are their views?

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Assess Their Attitudes



Do their beliefs differ from your policy?

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Emphasize Residents' Right to . . .



Intimacy

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Help Them Get Over the Yuck Factor



Create a culture of acceptance

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Educate the Staff



Develop a training program

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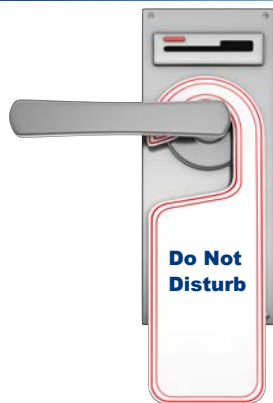
Assess the Environment



Do staff knock before entering?

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Do You Provide "Do Not Disturb" Signs?



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Does Furniture Accommodate Intimacy?



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Are There Private Spaces for Intimacy?



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Do Residents Have Access to Sexual Content?



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Do Residents Have Access to Products?



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Can Staff Identify Safe Situations?



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Can Staff Recognize and Accept it . . .



When it's consensual?

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Can Staff Identify Unsafe Situations?



How do You Identify Abuse?



Definition of Sexual Abuse

Coercing an older person through force, trickery, or threats. It includes sexual contact with elders who are unable to give consent, as well as unwanted sexual contact between service providers and their elder clients.

Signs of Abuse

**Genital Infections,
bleeding &
unexplained bruises**

Internal injuries

**Fear or anxiety
around certain
individuals**



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Comatose Woman Gives Birth



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Step 5: Develop Policies



**Create a set of
procedures to guide sexual
expression management and
consent issues**

Policy Guidelines

Identify the various types of sexual expression that may have already occurred

Determine appropriate responses

Establish timelines and parameters for reassessing capacity and consent

Create formal process for identifying, monitoring and reporting sexually related situations

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Policy Guidelines Might Include

How incidents or concerns will be reported?

Which incidents get charted in care plan?

List of parties who need to be notified:

- Agencies?
- Care team members?
- Family members?

How future behavior will be monitored?

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May Want to Include Strategies . . .

Wear appropriate clothing

Avoid endearments

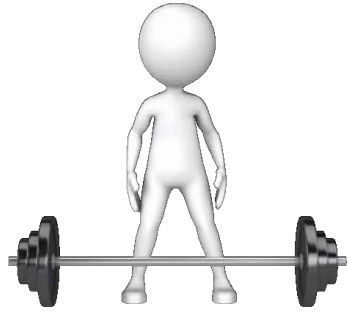
Be aware of the location of their head & hands

Be specific with language



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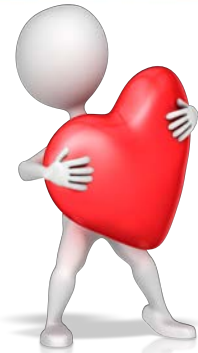
Define Consent



This is a heavy lift

Cognitive Impairments Don't Eliminate

... One's ability for "recognizing their desire for intimacy and pursuing a meaningful relationship"



Source: Hebrew Home at Riverdale, New York

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Competency vs. Capacity

Competency:

A legal finding conducted to allow the court to determine an individual's mental capacity

Capacity:

The ability to understand the nature and effect of one's acts in a specific moment in time

Source: Office of the State Long-Term Care Ombudsman
Established within the Iowa Department on Aging

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Determining Capacity

Where a resident indicates the desire to be sexually expressive, yet also exhibits signs of cognitive impairment: The Interdisciplinary Care Team (ICT) must collectively assess level of capacity to determine relative benefits/potential harm (safety vs. risk) associated with sexual expression

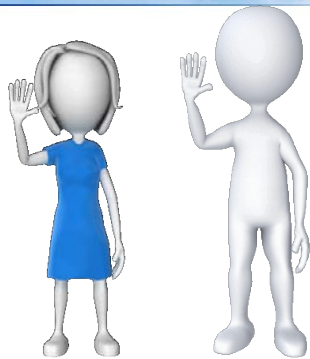
Source: Hebrew Home at Riverdale, New York

This is When the Care Team . . .



Does an evaluation and an assessment

Questions That Might be Asked



Do you know this person?

Do You Like Being Intimate with Him/Her?



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Do You Understand the Sexual Activity?



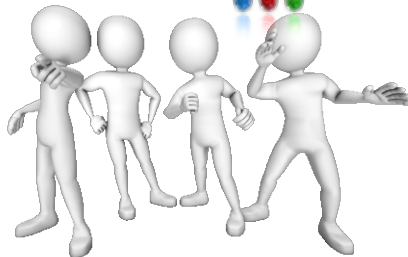
Do you understand the risks?

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What are the Risks?



Pregnancy

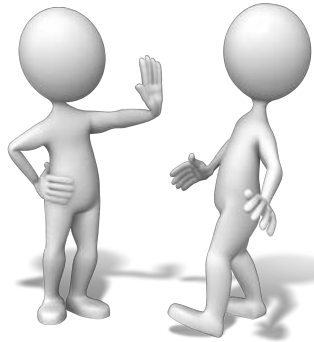


Angry families



STDs

Do You Understand You Can Say, "No!"



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What are the Benefits?



**People thrive when
they're allowed to connect**

Step 6: Implement the Policy



Distribute Draft to Staff & Residents



**Family members, guardians
& legal representatives**



Ask for Feedback



Then finalize your policy



Distribute Finalized Policy



To everyone who got the draft



Develop Feedback Mechanism



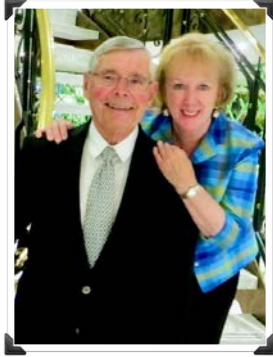
Step 7: Review Periodically



Revise as Necessary



Believe That Love Can . . .



Last longer than memories

A Lot of Heart — A Little Humor



Can make the journey a little easier

Support for Caregivers



Online Support for Caregivers

elaine@eksanchez.com | 503-949-2464
