

# IMPACT

THE PROTECTION AND ADVOCACY SYSTEM FOR INDIANA  
FALL 2011 • VOLUME 40

## REPORT TO THE COMMUNITY PRIORITIES AND OBJECTIVES FOR FISCAL YEAR 2012

October 1, 2011 through September 30, 2012



TO PROTECT AND PROMOTE THE RIGHTS OF INDIVIDUALS WITH DISABILITIES,  
THROUGH EMPOWERMENT AND ADVOCACY

MEMBER NATIONAL DISABILITY RIGHTS NETWORK

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# Who is IPAS?

IPAS is an independent state agency separate from all other state agencies and programs. IPAS was established in 1977 in response to federal requirements for a program to advocate for the rights of individuals with developmental disabilities. Since then, more programs have been added to serve the advocacy needs of specific groups of individuals with disabilities.

The Indiana Protection and Advocacy Services Commission is here to defend the rights of citizens with different abilities and extend equal opportunity and empowerment to people with disabilities.

## People with disabilities have rights under the law.

Today, there are more than 54 million Americans with disabilities. A disability is a physical or mental impairment that substantially limits one or more major life activities. The U.S. Congress has determined that disabilities are a natural part of the human experience. To help ensure that no one is excluded from participating in mainstream society, Congress has enacted laws providing a variety of support services and programs for people with disabilities.

People with developmental or physical disabilities and/or mental illnesses also are protected under the laws that prohibit discrimination, abuse and neglect. Like all Americans, they have the right to live their lives as fully and independently as possible and with the freedom to make their own choices and decisions to the extent that their abilities will allow.

To see that the human, legal and civil rights of people with disabilities are affirmed, Congress established protection and advocacy (P&A) systems in each state. Indiana Protection and Advocacy Services provides advocacy for Indiana citizens. IPAS proudly serves people with disabilities, helping them exercise their right to appropriate treatment, as well as providing training and resources to ensure their inclusion in the life of our communities.

## Too often, individuals with disabilities are:

- Abused or neglected by caregivers;
- Denied appropriate medical, rehabilitation or psychiatric treatment;
- Denied free and appropriate public education services;
- Denied physical access to public places and governmental services;
- Discriminated against when trying to obtain employment or housing;
- Denied the ability to make their own decisions and be a fully participating member of their community;
- Denied the assistive technology services or devices they need to be more independent;
- Denied the control of their private information being released without their consent;
- Denied the right to make their own choices as they prepare for employment through Vocational Rehabilitation or Ticket to Work training programs.

## IPAS can help by:

- Helping you understand your rights;
- Helping you learn self-advocacy skills;
- Advising you on what steps you can take to secure your rights, such as appealing denials and filing complaints with appropriate governmental agencies;
- Representing you with an IPAS advocacy specialist or IPAS attorney to correct rights violations.

*Every year, IPAS represents hundreds of Hoosiers with disabilities in securing their rights to full community participation and helps thousands more through information, referral, education and training services.*

# IPAS Program Descriptions

Indiana Protection and Advocacy Services is the protection and advocacy system in Indiana. IPAS provides protection of the rights of persons with disabilities through legally based advocacy. Each of our federally funded programs has specific criteria regarding who can be served and what services IPAS may offer.

## PROTECTION AND ADVOCACY FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES (PADD)

PADD was created by the Developmental Disabilities Assistance and Bill of Rights (DD) Act of 1975 for individuals who meet the federal definition of developmental disabilities. Under PADD, IPAS has authority to pursue legal, administrative and other appropriate remedies under all applicable federal and state laws to protect and advocate for the rights of individuals with developmental disabilities. The Administration on Developmental Disabilities, Administration for Children and Families, U.S. Department of Health and Human Services, funds PADD.

## PROTECTION AND ADVOCACY FOR INDIVIDUALS WITH MENTAL ILLNESS (PAIMI)

Established by the Protection and Advocacy for Individuals with Mental Illness Act of 1986, PAIMI seeks to protect and advocate for the rights of individuals with mental illnesses in both institutional and community settings. The PAIMI program investigates allegations of abuse, neglect and rights violations for people with mental illnesses. The Center for Mental Health Services (CMHS), Substance Abuse and Mental Health Services Administration and the U.S. Department of Health and Human Services administer the program.

## CLIENT ASSISTANCE PROGRAM (CAP)

CAP was established as a mandatory program by the 1984 Amendments to the Rehabilitation Act for individuals seeking services from a program or project funded by the Rehabilitation Act. In Indiana, this involves Vocational Rehabilitation Services and Centers for Independent Living. CAP is administered by the Rehabilitation Services Administration (RSA), Office of Special Education and Rehabilitation Services, U.S. Department of Education.

## PROTECTION AND ADVOCACY FOR ASSISTIVE TECHNOLOGY (PAAT)

Created in 1994 when Congress expanded the Technology-Related Assistance for Individuals with Disabilities Act (Tech Act), this program is for individuals with disabilities seeking assistive technology (devices or systems used to improve or maintain the capabilities of persons with disabilities). Designed to promote the provision of assistive technology devices and services through systemic reform, PAAT has the authority to negotiate compliance with federal law. Administration is by Rehabilitation Services Administration (RSA), Office of Special Education and Rehabilitation Services and the U.S. Department of Education.

## **PROTECTION AND ADVOCACY FOR TRAUMATIC BRAIN INJURY (PATBI)**

Created by the Traumatic Brain Injury (TBI) Act authorized as part of the Children's Health Act of 2000, this program's purpose is to expand advocacy services for individuals with traumatic brain injuries and to expand the service delivery system for this group of individuals. PATBI is administered by Health Resources and Services Administration, and the U.S. Department of Health and Human Services.

## **PROTECTION AND ADVOCACY FOR VOTING ACCESS (PAVA)**

Created in 2002 when Congress enacted the Help America Vote Act (HAVA), IPAS seeks to ensure the full participation in the electoral process for individuals with disabilities, including registering to vote, casting a vote and accessing polling sites. It is administered by the Administration on Developmental Disabilities (ADD), Administration for Children and Families (ACF), and the U.S. Department of Health and Human Services.

## **PROTECTION AND ADVOCACY FOR BENEFICIARIES OF SOCIAL SECURITY (PABSS)**

PABSS was created by the Ticket to Work™ and Work Incentive Improvement Act of 1999 for individuals with disabilities who receive Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI) who want to work or return to work. PABSS provides advocacy for beneficiaries of Social Security who have problems obtaining, maintaining and retaining employment. It is overseen by the Social Security Administration.

## **PROTECTION AND ADVOCACY OF INDIVIDUAL RIGHTS PROGRAM (PAIR)**

PAIR was established by Congress as a national program under the Rehabilitation Act in 1993 to protect and advocate for the legal and human rights of persons who are not eligible under the other programs — such as those with visual or hearing impairments or those with physical disabilities acquired as an adult. PAIR is administered by Rehabilitation Services Administration (RSA), Office of Special Education and Rehabilitative Services, and the U.S. Department of Education.

## **INDIANA'S DEVELOPMENTAL DISABILITIES NETWORK**

IPAS have a collaborative relationship with the Indiana Governor's Council for People with Disabilities and the Indiana University Institute on Disability and Community. All three programs receive funding through the federal Administration on Developmental Disabilities.

# Abuse and Neglect

Freedom from abuse and neglect is a fundamental right. One of the primary purposes of IPAS is to work towards the elimination of abuse and neglect of individuals with disabilities.

Following are proposed objectives that IPAS staff will work towards completion to reduce abuse and neglect of individuals with disabilities:

- Allegations are reviewed or ongoing investigations monitored to ensure that the allegation is reported to the responsible entities and those necessary actions are taken to protect the health, safety and welfare of individuals with disabilities.
  - Review allegations of abuse and neglect on behalf of individuals with disabilities, including developmental disabilities, mental illness, or traumatic brain injuries, residing in:
    - Intermediate Care Facilities (ICF-MR),
    - Indiana Department of Mental Health and Addictions operated mental health facilities,
    - Comprehensive Mental Health Centers, and
    - Child Care Institution, Private Secure Care, or Group Homes licensed by Department of Children Services
- Or those individuals that are
- Receiving Medicaid waiver services, or
  - Incarcerated in the Indiana Department of Correction prisons, county jails or juvenile detention facilities.
  - Prisoners with serious mental illness in class action lawsuit to diminish the use of segregation.
- Represent individuals in their appeal of reduced Developmental Disability or Aged and Disabled waiver services when the alleged reduction in services will have a serious and negative impact on the health and safety of the individual, or when the reduction of services places the individual at risk of being placed in a more restrictive setting.
  - Investigate allegations of inappropriate use of seclusion/restraints on behalf of individuals residing in a treatment facility.
  - Review selected incidents of serious occurrences, e.g. physical injury, of individuals residing in facilities designated as a psychiatric residential treatment facility (PRTF).
  - Review allegations of treatment rights violations of individuals with mental illness.
  - Monitor internal grievance complaints of individuals residing in state operated facilities to ensure that complaints are addressed according to written policy and procedure.
  - Review allegations of unregulated or under regulated use of restraint and/or seclusion by a school and advocate for adoption of policies that promote the health and safety of students.

## Representative Cases:

**Case 1:** IPAS received an incident report stating that although the provider showed that “Janice” went on a community outing with one of her staff, she was left in that staff’s car unattended while the staff went into a store to shop. Janice lives with her parents who are legal guardians and the provider supports Janice with day services. Janice’s father was called by the police to pick up his daughter at the store, as the staff she was with had been arrested for shoplifting while in the store. The staff was also charged with neglect for leaving Janice in the car unattended. The car was locked but not heated and the length of time Janice had been in the car unsupervised could not be determined. No physical injuries resulted to Janice.

### Outcomes

- The involved staff was terminated shortly after the incident and at the time of case closure criminal charges remained pending for this person.
- The provider met with Janice and her parents/guardians and reviewed changes they had made to their staff hiring process; they also now provide immediate notification to the parents of changes in Janice’s daily schedule to ensure her future safety.
- The provider changed its internal investigations policy to specifically identify who will conduct the investigation, provide for the tracking of incidents and added language that incidents of abuse, neglect or exploitation are reportable to Adult Protective Services.
- The waiver case management agency is revising its policy on interactions with the state so that the seven day follow up called for will actually happen. The number of individuals receiving waiver services who will benefit from the improved system numbers 12,041. The new system is expected to be implemented in March 2011.

Five other IPAS service requests also resulted in documenting that waiver case management agency staff was not complying with the seven day follow up policy.

**Case 2:** “Weston’s” mother called IPAS and alleged that in his DD waiver home, the provider left Weston in his wheelchair unattended for eight hours, not moving him, changing him, feeding or bathing him.

The provider stated that they conducted an informal investigation not requiring written documentation and that they considered the matter to be one of Weston’s refusals to move, be changed, fed or bathed not one of neglect. The provider also added that the involved staff was new to Weston and there were several phone calls made by the staff to the on-call supervisor throughout the day, reporting his refusal to move or participate, which the supervisor did not properly document. Weston’s mother had already complained to the provider. Upon a recommendation from IPAS, she reported the issue to the Bureau of Quality Improvement Services (BQIS).

### Outcomes

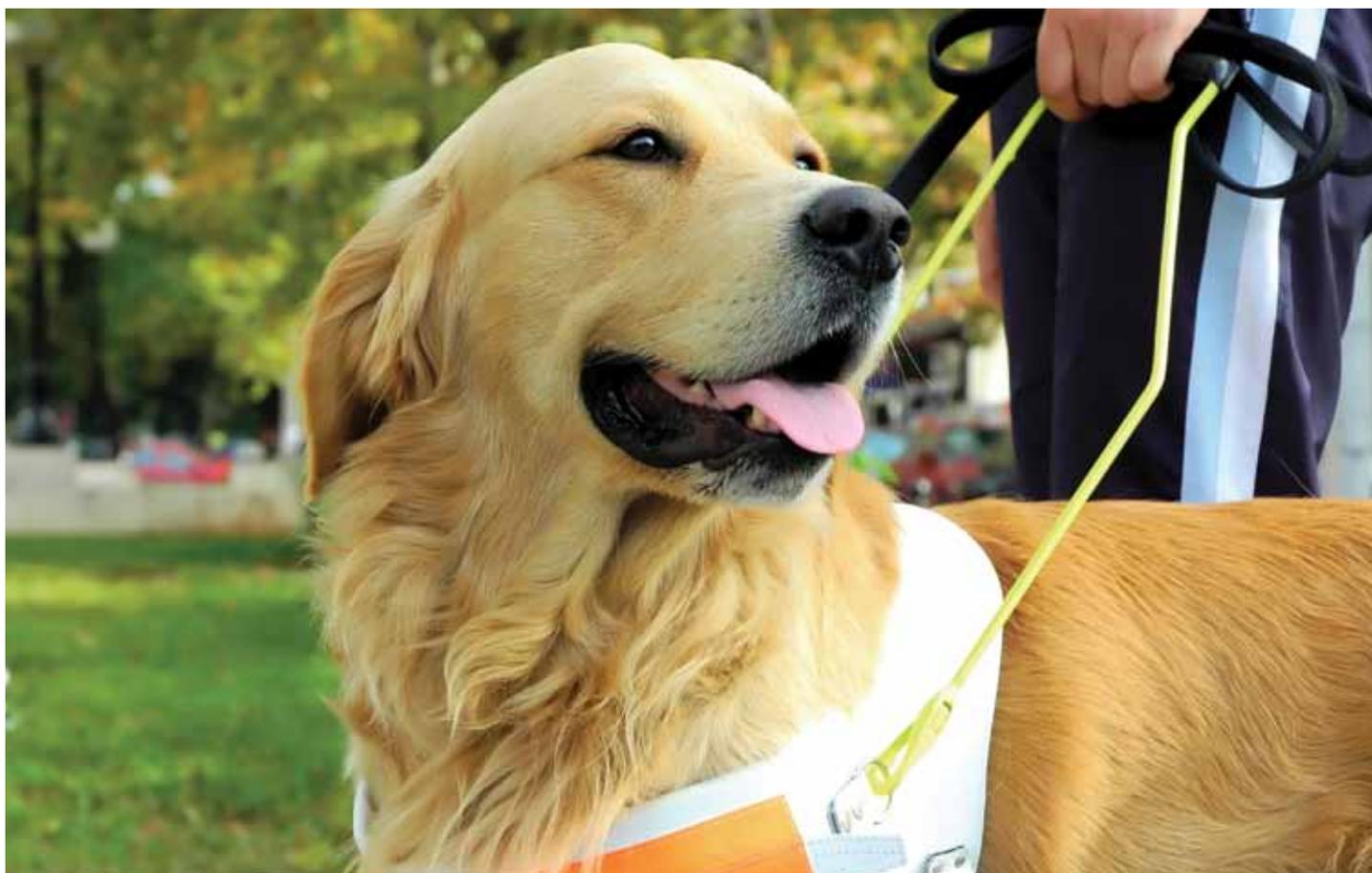
- IPAS found that the provider was in violation of their Suspected Abuse Policy and Procedure because Weston’s mother filed a formal complaint and the provider did not investigate. The policy states that “In the event a family member and/or guardian of an individual reports concerns regarding the care of the individual, the allegation will be investigated and documented.”
- Upon IPAS inquiry, the provider completed an internal investigation per their Suspected Abuse Policy and Procedure and documented the results in writing, i.e., that this was a behavioral incident and not neglect.
- The provider amended their Suspected Abuse Policy and Procedure by adding a form for the written documentation of informal investigations.
- All staff received training on the Suspected Abuse Policy and Procedure and new informal investigation report form.
- All supervisors received training on the correct procedure for documenting telephone calls from staff working with persons for whom they are providing care.
- BQIS completed a complaint investigation and requested a corrective action plan from the provider which they completed on the matters documenting that Weston is participating in community activities, that his undergarments are changed and that he has a mechanically altered, chopped diet and is offered a liquid nutritional supplement as well as 64 ounces of fluids per day.

# Equal Access and Other Rights

Individuals with disabilities must have access to programs, services, technology, polling places, buildings and housing.

Following are objectives that IPAS staff will work to complete in order to increase access to individuals with disabilities:

- Review allegations of individual or systemic discrimination where services have been denied under the ADA (Titles II and III), or Fair Housing.
- Assist individuals with disabilities in obtaining assistive technology services and devices in the areas of education, health care, employment, community living and in the use of telecommunications.
- Assist or represent individuals with disabilities in the grievance procedure set forth in the Indiana Help America Vote Act plan.
- Ensure timely implementation of plans of corrections to address to increase access to WorkOne Centers
- Participate as nonvoting members of Resident/Human Rights Committee of the facilities operated by the Indiana Department of Mental Health and Addictions.
- Participate on selected committees, groups or task forces which appear to have systemic implications concerning policies and practices affecting the State's response to disability rights for individuals with disabilities.
- Review allegations of disability based discrimination that may have systemic implications.



## Representative Cases:

**Case 1:** “Michael,” age 57, an inmate within the Indiana Department of Correction (IDOC) system uses a wheelchair. While being transferred from the Reception Diagnostic Center (RDC) to Westfield Correctional Facility (WCF), Michael was ordered by IDOC transport officers to crawl onto the bus as the transportation being used could not accommodate his wheelchair. When Michael arrived at WCF, Michael was again forced to crawl off of the bus. This experience was not only painful, humiliating and degrading, but also violated Michael’s rights. IPAS determined that RDC did not have an internal policy on the management of inmates with a disability being transported to another facility.

### Outcome

IPAS worked with the superintendent of RDC to create a memorandum addressing this issue. A memorandum titled, “Special Needs Transportation,” was issued, which will allow future inmates who utilize a wheelchair entering RDC to be afforded the same right to adequate and equal transportation as those individuals without a disability.

**Case 2:** “Rebecca,” age 65, lives in an apartment in Indianapolis. Rebecca utilizes a power wheelchair. The apartment complex where Rebecca lives recently repaved the parking lot. In doing so, the apartment complex left a three (3) inch ledge near the entrance of Rebecca’s building. Due to this ledge, Rebecca was fearful that her wheelchair would tip over, so she chose not to leave her apartment. She requested the installation of a ramp, but the landlord refused.

### Outcome

IPAS worked with the landlord to remove this barrier. As a result of IPAS advocacy, the landlord was educated on his legal obligations and installed a curb cut. The accessible route and path of travel at this apartment complex now complies with requirements set forth in Title III of the Americans with Disabilities Act and the federal Fair Housing Act. Rebecca and seven other individuals with disabilities residing at this apartment complex can now come and go from their home with ease.



## Special Education

Due to increased emphasis on school discipline, students with disabilities are at increased risk of termination or reduction of their educational services. Students, parents and advocates need information and support to enable them to effectively self advocate. There are also school systems that exhibit ongoing violations of the Individuals with Disabilities Education Improvement Act and Article 7.

Following are objectives that IPAS staff will pursue in order to increase the number of special education students who receive a free and appropriate public education:

- 
- Review allegations on behalf of students where the school, due to a proposed or instituted change of educational placement or suspension or expulsion, has or will reduce educational services and advocate for the restoration of services provided in the least restrictive environment.
  - Develop and disseminate transition materials to transition-aged students, aged 14 years through 22 years, in Indiana school districts.

## Representative Cases:

**Case 1:** “Tom’s” mother contacted IPAS, following his suspension, pending expulsion from school. Tom’s alleged offense was that school personnel reported suspecting that he was engaged in illegal drug activity. Tom’s mother complained that despite her repeated requests to have her son evaluated for eligibility under either Special Education or Section 504, the school had not responded to her requests. She reported that she had initiated the requests following being informed by her son’s psychologist and his physician, that they had diagnosed her son with ADHD and Bi-polar disorder. At the time of the parent’s contact, her son was receiving no educational services from the school.

### Outcome

With IPAS’s assistance, an expedited evaluation was initiated. IPAS staff provided advocacy representation at a subsequent Manifestation Determination review, during which the Case Conference Committee found that Tom did meet the eligibility criteria for Special Education. Additionally the Case Conference Committee determined that Tom’s behaviors did have a substantial relationship to his disability, hence ending the suspension proceedings. Tom subsequently returned to school on a fulltime basis, with services as outlined in his IEP including a behavioral plan to address the behaviors that had caused the initial suspension.

**Case 2:** IPAS was contacted by a mother on behalf of her son, a 10 year old with the diagnoses of ADHD, Learning Disabled (LD), Oppositional Defiant Disorder (ODD) and Intermittent Explosive Disorder (IED). She had been referred to IPAS by her advocate from IN\*Source. Her concern was that his educational day had been reduced to a two-hour day, from the typical five-hour day. The child’s reported offense: sleeping at school.

### Outcome

IPAS suggested the parent request a Case Conference to challenge her son’s Individual Education Plan (IEP) that was currently in place. The parent received guidance about how to advocate for a Case Conference and was educated about her son’s rights. Additionally she was advised to inform the school as to her wish to have IPAS in attendance. The day following the parent’s contact with the school (as directed by IPAS) she called and informed IPAS that the school had reversed their position and her son was allowed to return to the school for full days. At this time, the parent withdrew the request for IPAS services, thus ending IPAS involvement. At case closure, the child was again reportedly attending full days without any further incidents being reported.





## Employment

Historically, individuals with disabilities have experienced a higher rate of unemployment or underemployment, which represents a significant barrier to achieving the level of independence and productivity that many people with disabilities wish to attain.

Following are objectives that IPAS staff will employ in order to increase the opportunity for individuals with disabilities to attain full employment:

- Assure that eligible individuals receive appropriate service provided through Vocational Rehabilitation Services (VRS) and Centers for Independent Living (CIL).
- Assure that Vocational Rehabilitation Services and Centers for Independent Living applicants and clients have the opportunity to make informed choices.
- Provide assistance and individual representation to Social Security beneficiaries who are seeking Vocational Rehabilitation Services, employment services and other support services from employment networks.
- Provide consultation to and legal representation on behalf of Social Security Beneficiaries when such services become necessary to protect the rights of such beneficiaries.
- Identify and correct deficiencies in employment networks providing vocational rehabilitation services, employment services and other support services to beneficiaries with disabilities.

## Representative Cases:

**Case 1:** “Carrie” contacted IPAS on September 18, 2009 after receiving a case closure letter from Indiana Vocational Rehabilitation Services (VR). She had been a client with VR for over four years and originally sought training and certification to become a drug and alcohol addictions counselor. VR had agreed to pay for the training but not the certification process so Carrie had changed her vocational goal to “chaplain” and this was reflected on an individual plan of employment developed in 2006. When Carrie questioned the case closure and requested an appeal of the decision, she was assigned a new VR Counselor. This new Counselor refused to honor the 2006 IPE with the vocational goal of “chaplain” and containing the services of tuition, books, and supplies for certification in a chaplaincy program, vocational guidance and counseling, Spanish language classes, and internet connection for her computer.

### Outcome

IPAS determined that the 2006 IPE was still valid and should be implemented. VR agreed to honor the IPE and Carrie’s choice of vocation. IPAS also provided Carrie with information on her previously defaulted school loan and what steps she could take to reinstate her eligibility for federal financial aid. Carrie’s IPE was updated to reflect her revised choice of theology schools as well as all needed supports and services. At the time of case closure Carrie had begun her schooling to become a chaplain.

**Case 2:** “Jane” was a forty-nine year old recipient of Social Security Disability Insurance benefits who wanted to be employed. She had attempted to coordinate her return to work efforts with her chosen employment network, Indiana Vocational Rehabilitation Services (VR), for over five years but had not achieved employment. She believed that VR was failing to provide her with the appropriate assistance and therefore contacted IPAS in August of 2010.

### Outcome

IPAS determined that Jane’s services through VR had been unnecessarily delayed due to numerous changes in the assignment of VR Counselors and their failure to follow specific recommendations contained within vocational assessments. The results of Jane’s most recent testing recommended she receive hands on training as opposed to postsecondary academic training. A previous VR Counselor insisted Jane pursue postsecondary training and unfortunately this did not result in success for her. IPAS insisted that Jane’s current VR Counselor provide her with trial work experiences which would allow her to experience firsthand those tasks involved in the proposed employment. Due to IPAS intervention, Jane was able to find work in a discount retail setting. IPAS also assured that she would receive a much needed assistive technology evaluation to allow VR to identify and provide all supports necessary for her continued employment.

# Education and Training

Students, parents and advocates need information and support to enable them to effectively self advocate.

Following are objectives that IPAS staff will use in order to increase awareness about disabilities rights and the exercise of those rights.

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- Develop and disseminate information regarding disability rights.
- Support education and training efforts of consumer based organizations to increase awareness of disability rights.
- Increase awareness of school staff responsible for identifying students with disabilities about the characteristics of pediatric traumatic brain injury.
- Disseminate information regarding disability rights and IPAS at an event related to the provision of childcare for all children including children with developmental disabilities.
- Advocate for the adoption and implementation of rules by the Division of Family and Children prohibiting restraint and seclusion in Children's Homes and Child Caring Institutions.
- Conduct site visits for the purpose of monitoring and investigating the living and working conditions of beneficiaries with disabilities for whom the representative payees are also employers of beneficiaries.
- Conduct training events concerning the civil/disability rights of individuals with mental illness for family members.
- Conduct resident rights training events for consumers at selected Comprehensive Mental Health Centers.
- Support the creation of a new Crisis Intervention Team program in an Indiana Law Enforcement entity.
- Develop and distribute information concerning voter registration, access to polling places and the right to cast a vote, including information regarding the state's grievance procedure and the role of IPAS in representing individuals.
- Continue development of web-based media as an empowerment tool for individuals and families.
- Respond to education, training and assistance requests to individuals with disabilities that will promote their participation in the electoral process.
- Respond to requests by election officials, poll workers, and election volunteers regarding the rights of voters with disabilities and best practices in working with individuals with disabilities.
- Respond to requests by governmental entities regarding the physical accessibility of polling places.
- Provide education and training to increase the self-advocacy skills of individuals with disabilities, their families, and other advocates to enable them to obtain assistive technology services and devices.
- Participate on selected committees, groups or task forces that have systemic implications concerning policies and practices affecting the disability rights issues of individuals with traumatic brain injuries.
- Conduct one statewide conference regarding resident rights issues.



# Information and Referral

The IPAS Commission continues to support the efforts of the staff to provide timely and accurate information about disability rights for individuals with disabilities, their families, as well as advocates, and members of the public.

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- Provide Information and Referral Services that are timely and contain accurate information to individuals concerning disability rights and provide technical assistance concerning the exercise of these rights.

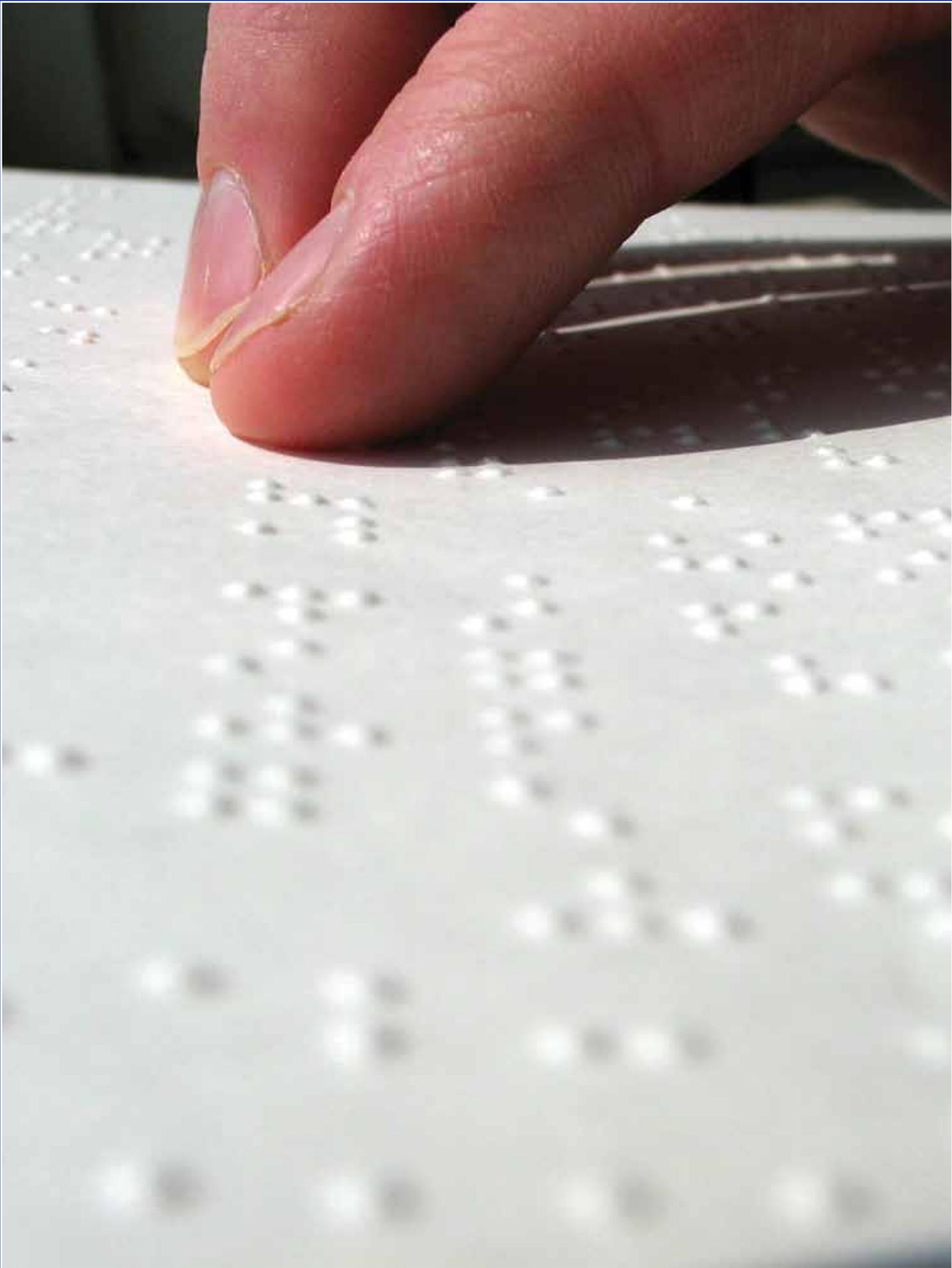
# Administration

IPAS strives to provide high quality advocacy services that are responsive to the needs of individuals with disabilities and their families.

Following are objectives IPAS staff will work to complete to increase awareness of IPAS and the advocacy services that are provided.

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- Assure the provision of high quality advocacy services.
- Continue development of web-based resources to empower individuals and families.
- Outreach to underserved individuals with disabilities and minority populations, concerning disability rights issues, IPAS services and successes.
- Outreach to minority and underserved individuals with disabilities, concerning disability rights issues, IPAS services and successes.
- Provide the public with opportunities to make comments and suggestions concerning agency priorities and objectives.
- Maintain a pool of qualified and diverse individuals who are eligible for appointment to the Commission and its Mental Illness Advisory Council.



# IPAS Commission and Mental Illness Advisory Council

The Indiana Protection and Advocacy Services Commission (IPAS), our governing authority, has the responsibility to assure adequate legal and advocacy services for the protection, promotion and empowerment of the rights and interests of individuals with disabilities throughout Indiana.

The IPAS Commission determines the annual IPAS priorities.

Federal law requires that the commission be composed of members who broadly represent or are knowledgeable about the needs of the individuals served by the protection and advocacy system.

Membership must include individuals with developmental disabilities who are eligible for services, have received or are receiving services, or parents, family members, guardians, advocates or authorized representatives of such individuals. In addition, the chair of the IPAS Mental Illness Advisory Council (MIAC) is automatically a member of the IPAS Commission.

No more than one-third of the members of the commission may be appointed by the governor (42 USC 15044). The Commission appoints the remaining nine members. Members serve three-year terms and may not serve more than five consecutive terms.

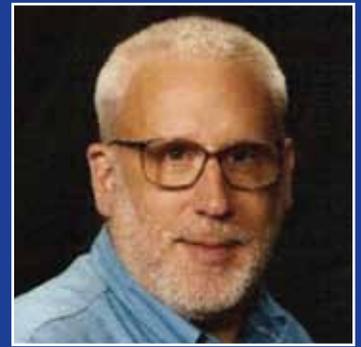
Serving on the IPAS Commission in an advisory, nonvoting capacity is one member of the Indiana Senate appointed by the President Pro Tempore of the Senate, and one member of the Indiana House of Representatives appointed by the Speaker of the House of Representatives.

The MIAC advises the IPAS Commission concerning those policies and priorities that affect the rights of individuals with mental illness. The MIAC helps the IPAS Commission best meet the needs of people with mental illness eligible under the PAIMI Program.



*"THE IPAS STAFF IS TRULY DEDICATED TO PROTECT AND PROMOTE THE RIGHTS OF INDIVIDUALS THROUGH EMPOWERMENT AND ADVOCACY, JUST AS IT'S MISSION STATES. THE DETERMINATION OF EACH STAFF MEMBER IS OBVIOUS IN THE WORK THAT IS DONE. I AM PROUD TO BE A SMALL PART OF SUCH AN AGENCY."*

– MARY ALTER, IPAS COMMISSION MEMBER.



*"I CONSIDER IT A GREAT HONOR AND A PRIVILEGE TO HAVE THE OPPORTUNITY TO CONTINUE SUPPORTING IPAS AS A MEMBER OF THE IPAS COMMISSION. IT HAS BEEN A VERY REWARDING EXPERIENCE TO WORK WITH THE IPAS STAFF AND FELLOW COMMISSION MEMBERS WHO ALL SHARE A STRONG PASSION FOR PROMOTING AND PROTECTING THE RIGHTS OF OUR CITIZENS WITH DISABILITIES."*

– DOUG GOEPPNER, IPAS COMMISSION CHAIRPERSON.



*"WORKING WITH THE IPAS STAFF AND OTHER MENTAL ILLNESS ADVISORY COUNCIL MEMBERS HAS BEEN A VERY REWARDING AND EMPOWERING EXPERIENCE FOR ME. NETWORKING WITH OTHER COUNCIL MEMBERS HAS SHOWN HOW IMPORTANT IT IS TO WORK TOGETHER TOWARD COMMON GOALS."*

– LARRY WIESENAUER, MENTAL ILLNESS ADVISORY COUNCIL MEMBER

## COMMISSION MEMBERS

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### MARY ALTER

HENDRICKS CO.

### RONDA AMES

SECRETARY  
MARION CO.

### KRISTIE M. CARTER

MARION CO.

### MICHAEL DALRYMPLE

MARION CO.

### DOUGLAS GOEPPNER

CHAIRPERSON  
DUBOIS CO.

### KYLE LLOYD

GRANT CO.

### MELANIE MOTSINGER

VICE CHAIRPERSON  
ALLEN CO.

### JUSTIN OGDEN

MARION CO.

### KATHY OSBORN

MARION CO.

### WILLIAM RIGGS, PH.D.

HANCOCK CO.

## ADVISORY MEMBERS

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### JEAN LEISING

SENATOR  
FRANKLIN/RUSH/SHELBY/HENRY CO.

### JOHN J. DAY

REPRESENTATIVE  
MARION CO.

## IPAS MENTAL ILLNESS ADVISORY COUNCIL

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### RONDA AMES

CHAIRPERSON  
MARION CO.

### SANDRA CURRIE

VICE CHAIRPERSON  
MARION CO.

### CRAIG ANDLER

MARION CO.

### AL EDYVEAN

JOHNSON CO.

### PAM KISER

TIPPECANOE CO.

### JOAN NELSON

TIPPECANOE CO.

### NANCY SLATER

HAMILTON CO.

### LYNDA SNIDER

PORTER CO.

### LARRY WIESENHAUER

MADISON CO.

### DONNA YANCEY

HAMILTON CO.

## EXECUTIVE STAFF

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### THOMAS GALLAGHER

EXECUTIVE DIRECTOR

### KAREN DAVIS

LEGAL AND CLIENT SERVICES DIRECTOR

### GARY RICHTER

SUPPORT SERVICES DIRECTOR

## SUPPORT SERVICES

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### ANTHONY LIGGINS

DATA ENTRY CLERK

### KAREN PEDEVILLA

EDUCATION AND TRAINING DIRECTOR

### SONDRA POE

ADMINISTRATIVE SECRETARY

### DORIS THOMPSON-WILSON

ACCOUNT CLERK

### JUDITH I. WADE

FISCAL OFFICER

## CLIENT AND LEGAL SERVICES

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### THOMAS CRISHON

ATTORNEY/PAIR PROGRAM COORDINATOR

### KEITH BUTLER

ATTORNEY/PAAT/PAVA PROGRAM  
COORDINATOR

### DAVID SMITH

ATTORNEY/PADD PROGRAM COORDINATOR

### SUE BEECHER

ASSISTANT DIRECTOR OF CLIENT SERVICES  
PABSS/CAP/PATBI PROGRAM COORDINATOR

### DAVID BOES

ASSISTANT DIRECTOR OF CLIENT SERVICES  
PAIMI PROGRAM COORDINATOR

### BONNIE BOMER

ADVOCACY SPECIALIST

### DEBBIE DULLA

ADVOCACY SPECIALIST

### DEE ENRICO-JANIK

ADVOCACY SPECIALIST

### CANDACE FEGLEY

ADVOCACY SPECIALIST

### TINA FRAYER

ADVOCACY SPECIALIST

### ALLYSON HAMMONDS

ADVOCACY SPECIALIST

### AMY J. PENROD

ADVOCACY SPECIALIST

### BONITA VANDEGRIFT

ADVOCACY SPECIALIST

### DANIEL WARD

ADVOCACY SPECIALIST

### MICHELLE WIND

ADVOCACY SPECIALIST

### CATHY WINGARD

ADVOCACY SPECIALIST

## Member Recruitment

IPAS is always looking for new Commission and Mental Illness Advisory Council (MIAC) members to help serve the needs of individuals with disabilities. Commission members must have a commitment to promoting the legal and civil rights of people with developmental disabilities, mental illness or other disabilities, and to the cause of protecting and promoting those individuals' rights to make their own choices.

The IPAS Commission consists of 13 members. The governor appoints four, and the remainder are placed by a majority vote of the membership. The MIAC members are appointed by the Commission. Members serve three-year terms and may not serve more than five consecutive terms. For more information, contact 800.622.4845 or TTY: 800.838.1131.



TO PROTECT AND  
PROMOTE THE RIGHTS  
OF INDIVIDUALS WITH  
DISABILITIES, THROUGH  
EMPOWERMENT AND  
ADVOCACY



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**FOR MORE INFORMATION**

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