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.

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

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
Fabulous Book!

Transexual

Individuals who have undergone a social transition from male to female

Transexual

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

I do not identify by gender. I am a person.

Sexual Preferences
Heterosexual:

Attracted to people of the opposite sex

I like men!

I like women!

Gynesexual—Gynephilia

Attracted to women

I like women!

So do I!

Androsexual—Androphilia

Attracted to men

I like men!

So do I!
Homosexual: Attracted to Same Sex

Lesbian women are attracted to women

I like women!

Homosexual

Gay men are attracted to other men

I like men!

Bisexual

Attracted to own gender and another gender

I like men and women!

I like women and men!
**Demisexual**

Attraction dependent on emotional connection

I won't have sex with you... unless I have feelings for you.

**Pansexual — Omnisexual**

Attracted to others regardless of sex or gender

We're not attracted to anyone & everyone. We just don't prefer one gender over another.

**Asexual**

Does not experience sexual attraction

I'm not sexually attracted to anyone. Neither am I!
Aromanticism
No interest in sexual or romantic relationships

I'm not interested in sex or romance. I couldn't care less about sex or romance.

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?

Maslow’s Hierarchy of Physiological Needs

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

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

**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
Assemble the Stakeholders

Step 2: Become Subject Matter Experts

Educate Stakeholders

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
Hey Baby,
Sex is for procreation

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

We accept that sexual expression is unique to each individual.

We believe sexual expression is a basic human right.

Talk to the Staff

What are their views?
Assess Their Attitudes

Do their beliefs differ from your policy?

Emphasize Residents’ Right to . . .

Intimacy

Help Them Get Over the Yuck Factor

YUCK!!!

Create a culture of acceptance
Educate the Staff

Develop a training program

Assess the Environment

Do staff knock before entering?

Do You Provide “Do Not Disturb” Signs?
Do Residents Have Access to Products?

Can Staff Identify Safe Situations?

This is okay

Can Staff Recognize and Accept it...

When it's consensual?
Can Staff Identify Unsafe Situations?

This is NOT okay!

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

Comatose Woman Gives Birth

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

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?

May Want to Include Strategies . . .

Wear appropriate clothing
Avoid endearments
Be aware of the location of their head & hands
Be specific with language
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

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
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?

Do You Understand the Sexual Activity?

What are the Risks?

- Do you understand the risks?
- Pregnancy
- Angry families
- STDs
Do You Understand You Can Say, “No!”

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

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