



## **DDSN Executive Memo**

**TO:** Executive Directors, Residential Directors of Agencies Providing Residential Services

**FROM:** Mary Poole, State Director 

**DATE:** August 15, 2019

**RE:** Misuse of Social Media

I need to bring to your attention a trend involving the misuse of social media among our DSPs. We have had four instances of Direct Support Professionals videoing and photographing our individuals during bathing or other times of undress with laughter and taunting in the background. Then posting these videos and photos on snapchat and Instagram. I personally do not understand how anyone would find this acceptable; but it is much more than merely unacceptable – it is a form of abuse/exploitation and it is not being taken lightly by law enforcement. One staff member has already been arrested and one pending arrest in the state of staff who have been caught doing this. In addition, there have been numerous terminations for failure to report in a timely manner and conduct violations. In a world where social media is the norm, I implore all Managerial staff to speak to those providing care in your agency or organization regarding this issue. Please remind your staff that care involves respect, support, empathy, mentoring and understanding - it never involves disrespect and exploitation.

Thank you.