



Human Rights, Sexuality & Ethical Responsibility

Provider Leadership Module | Website Overview

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Rights do not disappear when sexuality makes us uncomfortable.

This leadership module challenges providers to examine the intersection of human rights, sexuality, informed choice, privacy, consent, dignity, safeguarding and professional responsibility. Leaders explore how to protect people from harm without automatically protecting them from adulthood, relationships, choice or appropriate sexual expression.

What This Module Challenges Leaders to Examine

- Whether sexuality is treated as a human issue, a behavior issue, a risk issue - or automatically all three.
- How dignity, privacy, informed choice and autonomy show up in real organizational practice.
- Where legitimate safeguarding ends and unnecessary restriction begins.
- How leaders respond when an individual's choice conflicts with staff, family or personal values.
- Whether policies protect rights while clearly addressing consent, coercion, exploitation, abuse and professional boundaries.
- How ethical leadership responds when there is no easy yes/no answer.

Interactive Leadership Experience

Experience	Leadership Focus
Rights vs. Comfort	Separate individual rights and professional responsibilities from personal discomfort.
The Ethical Tension Table	Work through situations where autonomy, safety, privacy, family concerns and provider responsibility collide.
Whose Choice Is It?	Identify the individual's voice, legal authority, organizational authority and limits of staff decision-making.
Restriction or Support?	Examine whether the response teaches/supports or unnecessarily controls.
Consent & Safeguarding Lab	Distinguish consensual expression and education needs from boundary violations, coercion and reportable safety concerns.
Policy Ethics Review	Test whether organizational policies preserve dignity while giving staff usable safeguards.

Real Questions Leaders Will Face

- Are we protecting the individual - or protecting ourselves from discomfort?
- Would we make this same restriction in another area of adult life?
- Does the individual understand the choice, risks and boundaries involved?
- Who actually has authority to make this decision?
- Have we provided education before deciding the individual 'cannot' do something?
- Is our response based on evidence, policy and individualized need - or fear?
- Does our policy tell staff how to support rights as clearly as it tells them how to manage risk?

Participants Leave With

A Human Rights & Sexual Ethics Leadership Reflection, Ethical Decision Framework, Rights/Restriction Review Tool, Consent & Safeguarding discussion framework, Policy Ethics Review and an organizational improvement commitment.

Core Leadership Principle

Ethical leadership is not choosing rights over safety or safety over rights. It is doing the disciplined work of identifying the person's voice, actual risk, consent, authority, least-restrictive supports, safeguarding duties and the ethical reasoning behind the decision.

This module can stand alone as a leadership intensive or serve as a core module within the Velvet & Vine Provider Leadership Certification.