



# COMMONWEALTH of VIRGINIA

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COMMISSIONER

DEPARTMENT OF  
BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES

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Tuesday, January 21, 2025

To: DBHDS Operated Facilities  
From: Taneika Goldman, State Human Rights Director  
Re: Important Information for 2025

This communication contains useful and important information about additional revisions to the Human Rights Regulations, abuse/neglect/exploitation investigation training, revisions to the LHRC Review Forms, a special SHRC initiative and OHR Staff changes.

## **DRAFT Human Right Regulations**

Additional revisions have been made to the Human Right Regulations based on suggestions from the Office of the Attorney General, feedback from public comments and to better align with the Health Care Decisions Act. In an effort to ensure transparency with individuals and other stakeholders, this REVISED [DRAFT Noncontroversial Regulatory Reductions to Chapter 115](#) will go out for public comment before going to the State Board in April 2025 for consideration as [fast track](#) actions. The REVISED DRAFT of the Human Rights Regulations has been posted to the [Office of Human Rights](#) webpage and the 30-Day Comment Forum will begin on 1/27/2025 and end at midnight on 2/26/2025. Please remember that it is appropriate for individuals receiving services to make a public comment if they wish and can be referred to the assigned Human Rights Advocate for help. If you have additional comments or feedback, they can be sent directly via email at [taneika.goldman@dbhds.virginia.gov](mailto:taneika.goldman@dbhds.virginia.gov) by end of business on [2/26/2025](#).

## **Abuse/Neglect/Exploitation Investigation Training in 2025:**

The effectual use of the current Facility Investigator Training curriculum has deteriorated over the past few years. This is primarily related to certified trainers leaving the agency and inconsistent implementation and deviation from the curriculum. That said, we are excited to announce that we are in conversation with a vendor to update the Facility Investigator Training curriculum and provide opportunities for additional facility staff to be trained and become

certified as trainers. The new curriculum will address weighing evidence, drawing conclusions and writing investigative reports. We also expect modified versions of the Participant's Manual, Workbook, and Instructor's Manual that build on existing materials previously procured by DBHDS. Additionally, this vendor will design and orient OHR certified trainers to deliver two new online/virtual investigation training modules to augment the current DBHDS Investigating Abuse and Neglect overview for licensed community providers. While there is still a lot of work to be done, including opportunities to discuss your "wish lists", we are invested in this training being implemented by June 2025.

Because of the energy directed at enhancing our existing investigation training curriculum and the decline in registration and attendance, we will not be scheduling Facility Investigator Training (FIT) at this time. Materials currently available in the *Resources for Facility Investigators* Microsoft Teams Channel will remain in place. Please remember that all staff conducting Abuse, Neglect, or Exploitation Investigations must have completed Facility Investigator Training per Departmental Instruction 201, and if you have a need for this training, or to be added to the Teams Channel, please contact Brandon Charles directly via email at [brandon.charles@dbhds.virginia.gov](mailto:brandon.charles@dbhds.virginia.gov).

If you have other specific training requests please, communicate those directly with your assigned Human Rights Advocate and familiarize yourself with current trainings available online at [Resources for State Operated Facilities](#).

#### **LHRC Review Forms:**

Based on feedback from facility staff, the LHRC Review Forms have been updated to include opportunities to document the required actions involved in that specific process. For example, a written notice and explanation must be provided to the individual in accordance with 12VAC35-115-100(B)(3)(d) when restrictions are imposed or implemented. The revised "Restrictions to Dignity and/or Freedoms" LHRC Review Form may now serve as written notice to the individual. To assist your teams in using these Forms an overview video is available at this link: [LHRC Review Forms Overview for Providers 12.13.24](#).

#### **SHRC Initiative & Committee Meeting Schedules:**

The SHRC is excited to offer an in-person "Provider Roundtable" opportunity during the lunch-hour at each of their scheduled meetings in 2025. The intent of this time together is for the SHRC to hear directly from providers across the Commonwealth, when they are meeting in their region. All providers of services are invited and encouraged to share 1) about the services they provide, 2) an initiative they are most proud of and 3) any challenges they think the SHRC can assist with. Attendees are encouraged to bring a lunch because lunch will not be provided for attendees. Pre-registration is recommended to ensure enough space. Attendees should email [delisa.turner@dbhds.virginia.gov](mailto:delisa.turner@dbhds.virginia.gov) at least two weeks prior to the scheduled SHRC meeting, and indicate the name of your facility, the number of guests attending with names and job titles and a point of contact's email address.

Note that the 2025 LHRC and SHRC Meeting dates are available on the OHR webpage by using this link: [LHRC & SHRC](#)

### **Human Rights Staff Re-organization**

The OHR has decided to streamline leadership within the OHR Facility Operations team. Effective January 1, Mary Clair O'Hara assumed the role of Associate Director for Quality and Compliance. In this role she will be responsible for ensuring the full implementation of all internal human rights processes in order to assure safety and appropriate Advocate support of individuals receiving services across all DBHDS provider settings. While this role does not specifically require direct involvement at the facility-level, she will complete development of a Seclusion/Restraint Database training resource and assist with the transition of Core Measures to Facility Services.

Brandon Charles has also assumed additional and different duties that will be reflected in a change of title, TBD. Brandon is now reporting to the State Human Rights Director and providing leadership, direction and direct services where necessary to ensure a comprehensive, effective and efficient human rights program within all DBHDS facilities. In the past, when you would have contacted Mary Clair, please begin to direct your communications to Brandon.

### **OHR Points of Contact:**

If you have questions regarding the information in this memo, please contact the Human Rights Advocate assigned to your facility.

WSH, CCCA, NVMHI: Riley Curran [riley.curran@dbhds.virginia.gov](mailto:riley.curran@dbhds.virginia.gov)

CSH, HDMC, PGH, VCBR: Tony Davis [tony.davis@dbhds.virginia.gov](mailto:tony.davis@dbhds.virginia.gov)

ESH, SEVTC: Lala Green: [lashanique.green@dbhds.virinia.gov](mailto:lashanique.green@dbhds.virinia.gov)

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