

BLOSSOM IDD

**Frequently Asked
Questions
(FAQ Guide)**

Blossom IDD–Overview

501(c)(3) status: Filed, June 2021. Approved, March 2022

Mission: Blossom IDD is a place where adults with intellectual and developmental disabilities (IDD) can receive the resources they need to live a full, independent life in the community.

Vision: We envision a world where Blossom IDD is no longer needed. A world where adults with IDD can thrive independently in their communities with all the resources and connections they need without barriers.

History: Our organization stems from a seed that was planted years ago, in the minds of Cindi and Mike Purnell, the parents of Dakota Purnell. The Purnell family went through many years of frustration while searching for information to assist their daughter Dakota, who has an intellectual and developmental disability (IDD). As parents of an individual with IDD, they kept asking the imperative and never ending allotment of questions. Where do you go if you are an adult with IDD and you need job training? What about peer support? Can anyone help navigate the Social Security system or more? What is a special needs trust? Where can adults with IDD and their families access resources in their own communities? What now? While eventually Cindi and Mike found these answers on their own and began to navigate the system, they realized that more needed to be done to support families and individuals with IDD.

Mike and Cindi founded Blossom IDD to answer the need for information, educational opportunities, and community connection for adults with IDD and their families. The ultimate goal was to relieve some of the stress for other parents that they had gone through and create a platform that provides a comprehensive launchpad for adults with IDD and their families. While the seed may have been planted years ago, it was truly nurtured and began to sprout, so to speak, starting in June of 2021. This was when the Purnell's filed for a 501(c)(3) status as a designated non profit organization. Blossom IDD's first Executive Director was hired in September 2021 and formal programming began in January of 2022.

Population Served–Generally Speaking: Our organization focuses on families and individuals with IDD. The population is one that is often forgotten or falls through the cracks within the IDD world. Specifically, individuals that identify themselves as someone with IDD, and are highly independent–often live on their own in apartments or various living arrangements, but still need support in some aspects of their lives. Individuals are generally between the ages of eighteen and thirty-six. The individuals served by Blossom IDD are independent with their adult living skills (activities of daily living (ADL's) such as showering, dressing themselves, medication management, etc.), able to toilet themselves independently, and also do not have violent behavior barriers.



Program(s) Overview:

1. Create community through connections

Blossom IDD focuses on five main areas. First, creating community through connections. We do this by enveloping our community members into the community they live in. Exploring local happenings, restaurants, shops, and more as a group within a supportive environment.

2&3. Advocate for expanded awareness for all & share true and trusted resources

Second, we advocate for expanded awareness for all. Doing this, we share true and trusted resources for families and individuals. Knowledge is power. Some individuals and families know there are resources out there but may not know what is appropriate for a loved one, the cost, how to access it, or the next step. We support in all of those areas and more.

4. Design accessible travel experiences

Many neurotypical individuals are blessed with the opportunity to travel, either with family, school, or independently. Through travel one grows in so many ways and often travel can transform someone's life through experiential growth and learning. Many individuals with IDD are only able to travel with their families and on a limited basis. For this reason, Blossom IDD focuses on designing accessible travel for the individuals who are involved with Blossom IDD. This way, our participants are able to grow, enjoy, and live independent from their families through travel.

5. Collaborate on comprehensive life planning

Lastly, Blossom IDD sees an individual with an intellectual and developmental disability as an entire person; not solely their work or social contributions in life. For this reason, we work with individuals and families to support them in creating a comprehensive life plan that gives them direction and guidance in all areas of their life. This includes but is not limited to physical well being, emotional well being, employment, social-justice, housing, and more. This is done by connecting to resources and various governmental agencies, making a plan, asking the hard questions and talking through options, making goals, and walking alongside individuals and families as they navigate the process.

Top 10 guiding values and principles

- 1. Inclusive*
- 2. Supportive*
- 3. Genuine*
- 4. Knowledgeable*
- 5. Empathetic*
- 6. Invested*
- 7. Passionate*
- 8. Proactive*
- 9. Respectful*
- 10. Diverse*



What are our programs and how does everything work!?

Blossom IDD–Garden Parties

Garden Parties were the first program that Blossom IDD implemented in January 2022. The goal of these programs are to foster and create connections between individuals and the communities they live in. Socialization with peers, both with and without disabilities, is not only something all humans need but have a right to. One could find a Garden Party group hanging out together doing a service project, having a crafting night, going to a movie, grabbing a drink during happy hour, or any other fun social activity. Sometimes the programs are held at the Cedarburg Mercantile. However, as much as possible, events are in the communities that the participants live in. Programs occur at least twice a month—typically the first and third Monday of the month (in the evening around the same time to be consistent)—if not more frequently depending on program options.

This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Individuals who are highly independent—often (but not always) living on their own, with a support person, or with roommates.
- Independent with self-care skills (toileting, dressing, bathing, eating).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
- Safe and able to navigate the community independently for the most part.
- Looking for more community based opportunities independently from their families and with more same aged peers.
- Between the ages of 18-36.

Blossom IDD–Watering Club

This program line is still in its infancy and being developed as a pilot for the 2023 seasons. Many participants of our programs expressed high interest in having events and programs with their peers. It seems the barrier to do this on their own independently is due to a few reasons—difficulty initiating tasks, follow through, logistics and planning, and oftentimes social anxieties and insecurities. Due to limited staffing, we are starting with one additional program a month that is very low key. These programs will be either a coffee/breakfast hangout or a dinner/happy hour hangout. Blossom IDD coordinates the time, location, and individuals who register. However, the Blossom IDD staff may not stay past the initial hour to allow the individuals to hang out independently. Receiving feedback from the community that families and individuals of all abilities were looking for an outlet like this, we have decided to formalize this program into a “club” and make it accessible to any and all individuals in the community. The Watering Club is asking community members to support its sustainability by paying a one time per season \$20.00 fee (\$5.00 an event) which helps cover the back end logistics. This can be done by check/online payment directly to Blossom IDD.



This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Independent with self-care skills (toileting, dressing, bathing, eating).
 - For this program, we welcome individuals who are not independent with these self-care skills if they are accompanied by someone who is able to support them with this need (ideally this person would be someone within the same age range as participants and not a parent/guardian—but we understand that is not always feasible and welcome any individual who can support).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
 - For this program, we welcome individuals who are not independent with these behaviors or social skills if they are accompanied by someone who is able to support them with this need (ideally this person would be someone within the same age range as participants and not a parent/guardian—but we understand that is not always feasible and welcome any individual who can support).
- Looking for more social opportunities independently from their families and with more same aged peers.
- The ages of 18+.

Blossom IDD–Green Grass

One of the most important components of Blossom IDD is that we do as much in the community as possible. However, we recognize that being a part of a community also means that one needs to contribute in making it a better place as well. For this reason, Blossom IDD is implementing a new program line called Green Grass. The name is a play off the phrase, “The grass isn’t always greener on the other side.” While the grass may not always be greener on the other side, we hope to aid in making it as green as we can! This group will meet one time per month (approximately eight times total per year) at various organizations to support in a volunteer capacity. The organizations will be in both Milwaukee and Ozaukee County. This is a free program. Transportation will not be provided, individuals are responsible for arranging their own transportation to and from the location. Green Grass, Tulip Group, Morning Glory Group, Information and Resource Sharing: All are free services that are provided as a part of the mission of Blossom IDD.

This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Independent with self-care skills (toileting, dressing, bathing, eating).
 - For this program, we welcome individuals who are not independent with these self-care skills if they are accompanied by someone who is able to support them with this need (ideally this person would be someone within the same age range as participants and not a parent/guardian—but we understand that is not always feasible and welcome any individual who can support).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.



- For this program, we welcome individuals who are not independent with these behaviors or social skills if they are accompanied by someone who is able to support them with this need (ideally this person would be someone within the same age range as participants and not a parent/guardian—but we understand that is not always feasible and welcome any individual who can support).
- Looking for more social opportunities independently from their families and with more same aged peers.
- The ages of 18+.

Blossom IDD- Pink Umbrella Collaboration

In the Spring of 2023, Blossom IDD started a collaboration with Pink Umbrella with the hopes of bringing more adaptive theater opportunities to Ozaukee County. We are now a few seasons into Pink Umbrella provided classes up there that run runs one time per season (Spring/Summer/Fall) for a 8 week long class series. Classes must have a minimum of 8 people to run. Pink Umbrella navigates all of the class programming and Blossom IDD supports on the back end with providing a location and promoting to individuals with disabilities in the local community. This program is able to accommodate individuals that are more impacted by their disability than a typical Garden Party. Specific pricing will be noted when the class registration is posted officially.

This program is a good fit for:

- Individuals with any disability.
- Independent with self-care skills (toileting, dressing, bathing, eating).
 - For this program, we welcome individuals who are not independent with these self-care skills if they are accompanied by someone who is able to support them with this need (preferably someone within the same age range as participants and not a parent/guardian).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
 - For this program, we welcome individuals who are not independent with these behaviors or social skills if they are accompanied by someone who is able to support them with this need (preferably someone within the same age range as participants and not a parent/guardian).
- Looking for more social opportunities independently from their families and with more same aged peers.
- The ages of 18+.

Blossom IDD- Brianna and Sam Yoga Collaboration

Join Brianna Reistad, former Bethesda/AbleLight Professor, for a sunset yoga class that will take place at Cedar Creek Park. This class will be focused on social emotional learning skills and promote physical health. Bring a yoga mat or beach towel, journal and pen and a water bottle. This is a free class opportunity.

This class is best suited for:



- Individuals ages 18 and up.
- It's always best to consult a doctor before engaging in a physical activity however please note students will be given choices and encouraged to try what fits best for their individual needs.
- Class is designed for all abilities, as modifications can be given to accommodate all.

Blossom IDD- Sunshine Winery Collaboration

An exciting new class opportunity has been added for the fall of 2023 program lineup! We are doing our best to create more accessibility to local community vendors and businesses! We reached out to Sunshine Winery to see if they would be interested in having us for a few classes. There will be 3 classes offered in the Fall of 2023. These will be put on by Sunshine Winery but Blossom IDD will be there to support any specific disability related needs. These classes will be open to the public and to Blossom IDD participants! Each class will vary in cost. Payment will be for the ticket to the class, for this reason it cannot be covered via IRIS.

This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Individuals who are highly independent—often (but not always) living on their own, with a support person, or with roommates.
- Independent with self-care skills (toileting, dressing, bathing, eating).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
- Looking for more community based opportunities independently from their families and with more same aged peers.
- Between the ages of 18-36.

Blossom IDD/TSU/Mel's Charities–PIGments Collaborative Program

PIGments is a collaborative, free, community based program between Blossom IDD, Mel's Charities, and The Student Union (TSU). The three organizations were able to bring Mel's Charities PIGments for a Cause to the community on a larger scale. PIGments takes place the 1st and 3rd Wednesday of each month (February, March, April, May, September, October, November, December) at TSU. It is a free program, open to any individuals with disabilities in the community that are over 18 and do not exhibit any violent behaviors. This program focuses on arts and creativity through various projects. The main goal, again, is to have our community members in the community and be able to be social and connected without barriers.

This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Independent with self-care skills (toileting, dressing, bathing, eating).



- For this program, we welcome individuals who are not independent with these self-care skills if they are accompanied by someone who is able to support them with this need.
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
 - For this program, we welcome individuals who are not independent with these behaviors or social skills if they are accompanied by someone who is able to support them with this need.
- Looking for more social opportunities independently from their families and with more same aged peers.
- Individuals with IDD who are looking for both creative and social outlets within the community.
- The ages of 18+.

Blossom IDD–Morning Glory

Blossom IDD’s Morning Glory group is a group for parents, guardians, and caregivers of individuals with intellectual and developmental disabilities. This group is led by Blossom’s Parent Advisory Leadership (PAL) committee. It was important to have parents bringing together other parents to also create community. So often, parents also feel very isolated once their loved one leaves the secondary education environment. There are many systems, processes, and resources to be shared amongst one another, and this group aims to facilitate that. Meeting once a month on the fourth Monday of each month, the group has social events, guest speakers, shares information and resources, and brings up areas of concern or information to clarify. While most of the parents have loved ones that are 18 or older, we encourage parents of individuals still in secondary school to attend to get as much information as possible prior to leaving secondary school.

So, why the flower morning glory? Morning Glories are beautiful & hearty flowers that love to climb. Some people like to plant Morning Glories with Sunflowers so that the Morning Glories can climb and eventually create a wall of flowers joining the stalks of the Sunflowers. Sunflowers, for all of their height, do not have deep roots. Whereas Morning Glories do have deep roots and in a symbiotic relationship, they bring nutrients from deep in the ground up to the roots of the Sunflowers so that both plants thrive even more than they would on their own. Morning Glories represent parents, guardians, advocates, and caretakers of individuals with disabilities. Many times our young adults don’t necessarily have their own roots to ground them and assist in growing and thriving where they are planted, they need guidance and support, such as yourselves, to make that happen. They need you to join them, support them, root them, and ultimately support them in blossoming and growing on their own. Green Grass, Tulip Group, Morning Glory Group, Information and Resource Sharing:
All are free services that are provided as a part of the mission of Blossom IDD.

This program is a good fit for:



- Parents and/or guardians of individuals with intellectual and developmental disabilities.
- Caretakers of individuals with intellectual and developmental disabilities.
- Family or community members that are looking for more resources within the IDD community.

Blossom IDD–Tulip Group

The Tulip Group is a network of siblings of participants of Blossom IDD. This group connects siblings of Blossom IDD participants to create a community that allows for bonding and friendships as well as increased knowledge, achieved by attending social events and volunteer opportunities.

The tulip is a flower that flourishes when planted deep into the soil and nourished. However, if the Tulip is not taken care of or nourished through the years, its brightness and ability to flourish diminishes. The same goes for individuals who are siblings to people with disabilities. They have potential to shine bright in life, but also need to continue to be nourished and acknowledged in order to continue to brighten the garden they are in. Green Grass, Tulip Group, Morning Glory Group, Information and Resource Sharing: All are free services that are provided as a part of the mission of Blossom IDD.

This program is a good fit for:

- Individuals with an intellectual or developmental disability and their sibling(s)!
- Independent with self-care skills (toileting, dressing, bathing, eating).
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
- Looking for more community based opportunities to enjoy with their sibling(s).
- The ages of 18+.

Blossom IDD–Cultivation Crew

Blossom IDD is looking at starting a new program: our Cultivation Crew. We have found that individuals with intellectual and developmental disabilities are at a high rate for comorbidity health issues. For this reason, along with our holistically fulfilled lifestyle philosophy, we wanted to do something to work towards creating healthier lifestyles for our participants—mind, body, and whole being.

We will be rolling out this program in phases. The first phase is to start supporting individuals in hosting potlucks at home. There will be 10 Sundays in our Spring season. We are asking 10 participants to volunteer to host a potluck dinner. The premise is to host one and attend five as a guest. This way, we can maintain the variety of individuals participating.

The individual who is hosting will work with our Executive Director no less than two weeks prior to hosting to send out invites to those who RSVP'd on the sign up genius, plan food, and coordinate a healthy activity.



Here is how the sign ups will work:

1. Reach out to Sam if you would like to host on one of the days. Once the date is taken, Sam will update the sign up genius.
2. Sign up for 5 (not all) dates to attend as a participant/guest.
3. If you are hosting, reach out to Sam to set up a time to meet to plan!
4. To keep hosting within reason, we are restricting to a maximum of 10 people (which is why we ask you to sign up as a guest for only 5).

This is part 1 of this. We hope to partner with CUW, Special Olympics, and All Star Health Center to implement other portions! First step, potlucks! So take a look at the dates and we can go from there.

This program is a good fit for:

- Individuals with an intellectual or developmental disability.
- Independent with self-care skills (toileting, dressing, bathing, eating).
 - For this program, we welcome individuals who are not independent with these self-care skills if they are accompanied by someone who is able to support them with this need.
- Able to socially and behaviorally manage themselves within a group setting with minor prompting.
 - For this program, we welcome individuals who are not independent with these behaviors or social skills if they are accompanied by someone who is able to support them with this need.
- Looking for more social opportunities independently from their families and with more same aged peers.
- Individuals with IDD who are looking for both creative and social outlets within the community.
- The ages of 18+.

Blossom IDD–Code of Conduct

Click hyperlink or see in addendum below.

Blossom IDD- Program Registration Processes

Garden Parties, Monthly midweek hangouts, and Travel experiences: See registration addendum.

PIGments: As mentioned above, PIGments is a collaborative program. We ask that if you are interested in participating in PIGments to please register using the link provided on sign up genius. If you are no longer going to attend, please make sure to let us know by contacting Blossom IDD's director at director@blossomandmercantile.com. We will be capping classes at groups of 20, so if you are not able to attend we would love to make sure someone else knows the seat is open. Along with that, if you go to register



and the session is full, feel free to add yourself to the waitlist and we will pull from the waitlist as spots open up.

To join the Tulip, Green Grass, Watering Club, Morning Glory group, or other programming you are not sure of the registration process please contact our Executive Director of Blossom IDD at director@blossomandmercantile.com.

Blossom IDD–Resources

The co-founders of Blossom IDD started this nonprofit to answer, what seems to be, the forever next question, “what now?” Individuals with disabilities and their families are supported from birth to age 21 with doctors, occupational therapists, physical therapists, IEP’s, 504 plans, transition coordinators, special education teachers, psychologists, social workers, and more. However, when an individual completes their free and appropriate public education (FAPE) it is as if they walk into an abyss. The support disappears, the resources are overwhelming to navigate, and the processes and systems in place are not cohesive, easy to navigate, nor constant. So many families and individuals continually ask, “what now?”

Blossom IDD works through information and resource sharing to answer this question. Not only do we do this through our Tulip group, Garden Parties, and Morning Glory group, but overall Blossom IDD supports in as many areas as possible. Behind the scenes, Blossom IDD staff are attending seminars, webinars, and other educational training to educate themselves further. In addition to this, the staff are joining committees or groups and meeting with resources one-on-one to learn more about their programs and appropriate candidates for said programming. As needed this information is shared with families and individuals as needed.

A program line that Blossom IDD also fulfills is comprehensive life planning. Our director works with individuals and families to sit down and support in future life planning. While we do not do the work for individuals and families, we will walk alongside you in the process. We sit down and talk about long term goals and aid in breaking that down to current day to day resources, steps, and action items that support in reaching those goals. As individuals continue through life, we pride ourselves in being a resource that one can check back into for more information, reassurance, and questions or clarification. Green Grass, Tulip Group, Morning Glory Group, Information and Resource Sharing: All are free services that are provided as a part of the mission of Blossom IDD.

Blossom IDD–Beautifully Blossoming Travel Experiences

Travel provides all individuals with the opportunity to beautifully blossom, learn, and increase their independence. From problem solving, learned flexibility, money management, planning ahead, and more, the ways that one can advance forward are immense. Blossom IDD believes that individuals with disabilities deserve the same travel opportunities that their neurotypical peers also experience. This also means traveling



without their parents and family members as chaperones. Blossom IDD creates, both independently and through professional partnerships, accessible travel experiences for people with intellectual and developmental disabilities. Travel experiences range from local and state, to various national and international experiences. While our goal is to provide a 1:5 support ratio, this varies on a trip by trip basis. Each trip varies depending on the location, time of year, and design. Typically a general registration will be placed out as soon as possible. There will be a six week prior information session, then registration, and then departure information shared.

This program is a good fit for:

- Blossom IDD's travel experiences are intended and planned for individuals who are attending Blossom IDD's community based programming.
- Individuals must be able to navigate their personal hygiene and medication management independently. Blossom IDD is able to provide basic verbal prompting in this area but does not do hands on support nor can we be liable for participants not complying with medication regime.
- Individuals participating in travel experiences must demonstrate appropriate behaviors in compliance with our code of conduct.

Blossom IDD– Travel Accommodations

During our travel experiences, accommodations are often a big question and topic of conversation. What will the room assignments look like? Who am I rooming with? Do we get to pick who we stay with? All of these are frequent questions I get. In order to alleviate stress and concern due to questions like these, we would like to share our process for travel accommodations. Each travel experience yields different room accommodations. Some of these accommodations can include but are not limited to dorm style lodging, individual bedrooms, shared King/Queen beds, shared rooms, shared bathrooms, hotel rooms, etc.

The safety, security, and health of our participants is always our number one priority. For this reason, Blossom IDD does not allow participants or family members of participants to decide who will room together or what the arrangements will be. The Executive Director will have the final determination for arrangements. Typically the process to determine room assignments has three levels. First, ensure all medical/physical and disability related needs are being met. Second to this, personality matches are taken into consideration. Lastly, personal preferences and requests are looked at and considered. It is our goal that each participant will not only have a wonderful experience but also will be flexible and work through navigating, with support, any social situations that may arise. Through these experiences, participants will learn and grow!

Gender Inclusive Travel Accommodations

Blossom IDD is committed to providing gender inclusive room arrangement options for our travel experiences to the best of our ability. For this reason we have enveloped and



are implementing a gender inclusive travel accommodation option. We will have a male sex room option, women sex room option, and a gender-inclusive room option on the application. *Gender inclusive accommodations, while open to everyone, is not a required experience for all.* The Executive Director will follow up with individuals who have identified that would be their preference and are comfortable with this option.

While the majority of Blossom IDD's travel experiences rooming arrangements are limited to same-gender rooms, we know this does not meet the needs of some participants. Inclusive room arrangements offers an inviting, welcoming space for individuals who are transgender, gender non-binary, gender non-conforming, LGBTQ+, or who have other cultural or identity considerations related to Blossom IDD's travel experiences as well as participants who identify as allies. Blossom IDD will have some rooms where participants may request a roommate without regard to gender identity or physical sex.

Participants that are interested in Inclusive room arrangements should contact our Executive Director upon registering for a travel experience by email (director@blossomandmercantile.com). Along with this individuals should mark accordingly on their formal application for participation in the travel experience.

****While Blossom IDD will continue to advocate and push for all of our travel venues to be able to accommodate these arrangements, it is not guaranteed that will always be an option. In the event that it is not able to be accommodated, the Executive Director will reach out to individuals who had marked interest in this option on their application to discuss further.****

How will bathrooms work?

The Gender Inclusive Travel Accommodations will have a gender inclusive bathroom. This means the bathroom will not be restricted to a specific gender. This means, as always, we ask that individuals utilize the bathroom for personal hygiene needs, to relieve themselves, as well as a space to change clothing. In all travel experiences we ask that individuals wear clothing in shared spaces, this is no different from Gender Inclusive Room Arrangements.

Can I request a single room related to my Gender Identity or Sexual Orientation?

Blossom IDD does not typically offer single rooms relating to gender identity or sexual orientation based on requests. Depending on the specific travel experience, one can request a single room, but it is not only not recommended but may not always be granted one specifically due to their religious or gender-based requests.

What Gender Inclusive Travel Accommodations is NOT.



Gender Inclusive Travel Accommodations is not recommended or intended for: rooming with significant others, only specific people, and/or to get a specific location within room arrangements.

Difference between Mixed Gender and Gender Inclusive Arrangements

Mixed gender room arrangements means an arrangement with someone of the same sex or gender, but the room may be next to another room that is occupied by participants of a different sex or gender. Bathrooms are designated as male or female. Whereas Gender Inclusive Arrangements means participants share the same bedroom and private bathroom regardless of sex, gender, or gender identity. Gender inclusive arrangements allow participants of the different sexes or gender to room together in the same bedroom. Blossom IDD provides both rooming arrangements on travel experiences.

Verbiage to aid in understanding

- Transgender is a term used for people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth, including but not limited to: people who wear clothing that is typically worn by someone of a different gender, people who present as androgynous (with male and female characteristics OR male and female characteristics on different days at different times). This also includes people who identify as gender queer and gender non-conforming.
- Gender non-conforming refers to a person whose behavior or appearance does not conform to predominant cultural and social expectations about what is appropriate for their gender.
- Gender identity is an individual's internal sense of being a man, a woman, both, neither, two-spirit, multi-gender, bi-gender, or another configuration of gender. Since gender identity is internal, one's gender identity is not necessarily visible to others.
- Gender expression is the external manifestation of one's gender identity, usually expressed through clothing, haircut, voice and other forms of expression.
- Cisgender is a term used to describe people who, for the most part, identify as the gender they were assigned at birth. For example, if a doctor said "it's a boy!" when you were born, and you identify as a man, then you could be described as cisgender.

Blossom IDD–Prohibited Behavior

The following list of prohibited behavior, in addition to those identified in the Blossom IDD's code of conduct. If exhibited it may lead to disciplinary action up to and including dismissal from programs. This list is not intended to be exhaustive. Examples of prohibited behavior may include, but are not limited to, the following:



- Sexual intercourse while participating in any Blossom IDD programming.
- Making sexual gestures with hands or body movements.
- Intentionally standing close to or brushing up against another employee.
- Physical or mental abuse.
- Unwelcome and/or unwanted sexual advances or touching.
- Sexual comments, jokes, stories or innuendos.
- Racial, ethnic or religious insults or slurs.
- Requests for sexual favors.
- Display of sexually explicit or otherwise offensive posters, calendars or materials.
- Insults, slurs, or jokes about a person's mental or physical condition or disability.
- Racial, ethnic or religious jokes, comments, stories or innuendo.
- Inappropriately staring at another person or touching his or her clothing, hair or body.
- Whistling at another person, cat calls.
- Display or distribution of racially, ethnically or religiously offensive materials.
- Asking unwelcome/unwanted questions about another person's sexual life.
- Repeatedly asking for a date with a person who has stated they are not interested.
- Retaliation against an individual for reporting harassment or participating in an investigation of a harassment complaint.

Blossom IDD–Cost/Billing

Garden Parties: Effective September 1, 2023: change in pricing for Garden Parties. Garden Parties: Garden Parties can be billed through IRIS or check/online payments. We no longer will be accepting cash, thank you for your understanding. Garden party costs will be \$21.00/hour. Participants pay \$21.00/hour for the single event under the code: T2021 UA Day Services-Community Based.

Watering Club: Effective September 1, 2024 the Watering Club is asking community members to support its sustainability by paying a one time per season \$21.00 fee which helps cover the back end logistics. This can be done by check/online payment directly to Blossom IDD.

Cultivation Crew, Green Grass, Tulip Group, Morning Glory Group, Information and Resource Sharing:

All are free services that are provided as a part of the mission of Blossom IDD.

Travel Experiences: Travel experiences can be billed and paid by IRIS, cash, or check. The only part of a travel experience that cannot be paid through IRIS is the NON REFUNDABLE REGISTRATION FEE, which is in addition to the cost of the program. This covers the cost of travel and other various expenses for individuals. The deposit must be paid with submission of registration/application and by cash, credit card online, or check. The deposit will be 10% of the cost of the travel experience cost. Each travel experience is billed differently based on the duration of the trip. The cost will be



\$21.00/hour x the amount of wake hours of support provided. This billing code will still be under T2021 UA Day Services-Community Based. Prior to departure of a trip, authorization needs to be submitted to the Executive Director if planning on paying via IRIS. If paying through cash or check, payments must be made in full prior to departure.

All of our services should be billed under the code T2021 UA Day Services-Community Based, at a rate of \$21.00/hour.

Addendum–Code of Conduct

Behavior

Blossom IDD expects all team members–participants, staff, volunteers, and program team leaders to:

- Treat all people with respect
- Foster a safe, productive, inclusive, and positive environment for all
- Abide by all applicable laws

Participants are expected to participate in program activities to the best of their ability. Participants are required to follow instructions of the Blossom IDD team leaders.

Disruptive behavior or verbal, physical, or any other type of abuse, intimidation, harassment, assault or other illegal activity will not be tolerated by the Blossom IDD organization. If a participant's conduct or previous behavior has raised concerns about the potential disruption of a program or trip, Blossom IDD reserves the right to cancel the participation's place and retain 100% of what the participant has paid or pending payment at the time of refusal.

Discrimination

Blossom IDD respects inclusion for all people. The organization nor anyone (participant, board member, team leader, volunteer, etc.) does not discriminate on the basis of race, religion, ethnicity, national origin, ancestry, gender, gender identity or expression, sex, sexual orientation or any other reason prohibited by applicable law and respects participants' right to privacy.

Drugs-Alcohol-Smoking

Drug Policy

The manufacture, possession, use, purchase, and/or sale of illegal or recreational drugs are strictly prohibited for any person while participating in any Blossom IDD program/event. Prescription drugs may only be purchased and used by the individual on the prescription, in keeping with the intended use guidelines.

Alcohol Policy

Local statues, customs, practices, ordinances, and regulations with regard to the use, procession, sale, or purchase of alcohol are applicable to all participants and program leaders on Blossom IDD programs/events. Participants and Leaders on Blossom IDD programs/events must comply with the law of the country in which a



program is located regarding the minimum age required to purchase and/consume alcohol. Consumption of alcohol is prohibited during some Blossom IDD programs and should be restricted to recreational or mealtimes. Excessive alcohol consumption by participants or leaders is not acceptable. Blossom IDD staff and leadership have the discretion to remove individuals from the program who consume alcohol at a time and in a manner that endangers the safety and/or productivity of the program.

Smoking Policy

Smoking is only permitted in designated areas which vary from site to site. Remnants must be disposed of properly. The manufacture, possession, use, purchase, and/or sale of illegal drugs is strictly prohibited for any person while working or participating in a Blossom IDD program.

Sexual Contact, Intercourse and Prohibited Behavior while in Programming

The following list of prohibited behavior, in addition to those identified in the Blossom IDD's safety policy, may lead to disciplinary action up to and including dismissal from programs. This list is not intended to be exhaustive. Examples of prohibited behavior may include, but are not limited to, the following:

- Sexual intercourse while participating in any Blossom IDD programming.
- Making sexual gestures with hands or body movements.
- Intentionally standing close to or brushing up against another individual.
- Physical or mental abuse.
- Unwelcome and/or unwanted sexual advances or touching.
- Sexual comments, jokes, stories or innuendos.
- Racial, ethnic or religious insults or slurs.
- Requests for sexual favors.
- Display of sexually explicit or otherwise offensive posters, calendars or materials.
- Insults, slurs, or jokes about a person's mental or physical condition or disability.
- Racial, ethnic or religious jokes, comments, stories or innuendo.
- Inappropriately staring at another individual or touching his or her clothing, hair or body.
- Whistling at another person, cat calls.
- Display or distribution of racially, ethnically or religiously offensive materials.
- Repeatedly asking for a date with a person who has stated they are not interested.
- Retaliation against an individual for reporting harassment or participating in an investigation of a harassment complaint.

Sexual Harassment

Sexual harassment will not be tolerated ever. Sexual harassment refers to verbal, written, or physical conduct of a sexual nature that creates an intimidating, hostile or offensive environment, including but not limited to: unwelcome sexual advances; pressure for sexual activity or requests for sexual favors; inappropriate unwelcome



physical contact or exposure; explicit or suggestive speech or gestures, including inappropriate jokes, teasing or institutions; gender-specific, demeaning or derisive remarks or slurs; explicit or suggestive images that are displayed, e-mailed or texted.

Remember that different people have different ideas of what is, or is not, appropriate. What may be joking to one person may be unwelcome and offensive to another—including other participants, the local population, team leaders, or other program staff. It is important to be sensitive to the reactions and non-verbal cues from others. Any participant who is found to have engaged in conduct constituting sexual harassment may be immediately removed from the program at their own expense.

Anyone who believes they have been affected by or witnessed sexual harassment should report it to the Blossom IDD Executive Director or staff right away.

Right of Refusal

Neither the Blossom IDD Executive Director nor program staff may refuse a participant for discriminatory reasons (race, religion, age, sexual orientation, gender identity, or expression, etc.). However, Blossom IDD reserves the right to refuse any applicant's participation in any Blossom IDD program at any time due to safety concerns, logistical limitations, or the interest of team compatibility. Refusal of an applicant is an unusual event and is generally due to an applicant's failure to meet the essential eligibility requirements of a particular program and Blossom IDD's inability to make reasonable accommodations. In the event that Blossom IDD refuses an applicant's participation for medical barriers that may arise due to a related disability, Blossom IDD will refund in full any deposit or payment made toward the event.

Participant Dismissal for Policy Violation

The decision to require the participant to vacate a program or activity is the discretion of the Blossom IDD Executive Director or acting lead staff member. In the event a participant is removed from any program, the participant (and/or their parent(s) or guardian(s), if appropriate) will be responsible for making and paying any necessary accommodation, travel, or other arrangements for their departure or remaining balance for program participation. The participant will not be eligible for a refund of the contribution for the expedition nor any expenses incurred by participation in the event.



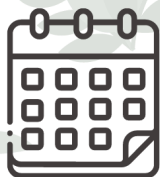
Registration Addendum:

Blossom IDD Event Registration Reminders

If all steps are not followed it may hinder your ability to participate in desired programming.

All Blossom IDD events can be found on the website at www.blossomidd.com/events. It is a participants responsibility to look up events and find details about the event.

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Prior to registering for an event, participants should confirm they have no other plans that day or conflicts (e.g. work, family events, or other preplanned events).

Also, **prior** to an event, participants must confirm transportation TO and FROM the event. It is important to make no assumptions when it comes to planning for transportation. You must plan plan AHEAD (recommended 3+ days prior) of an event.

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Participants are responsible for registering with their name, preferred communication email, and confirmed transportation. If you need to cancel, please do so 3+ days in advance, or you risk still being billed for the event.

Prepare ahead of the event. This could mean you: Email with questions, make any purchases needed and have all supplies needed, and set reminders on your phone. Be sure to look out for email reminders with details the week before the event.

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