

Welcome to training: The Power of Collaboration and Advocacy for Individuals Living with a Serious Mental Illness

You were automatically muted upon entry. Please only join by phone or computer. Please use the chat feature for questions or raise your hand.

Thank you.



Zoom Webinar Controls

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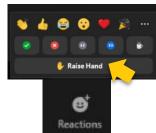


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Raise Hand



Chat



KEYBOARD SHORTCUTS TO RAISE HAND

Windows: Alt+Y to raise or lower your hand

Mac: Option+Y to raise or lower your hand



Welcome!

What to expect during the training:

- Information regarding The Power of Collaboration and Advocacy for Individuals Living with a Serious Mental Illness (SMI),
- Real-time answers to related questions in the chat, and
- Links to relative sources.

What to expect after the training:

- Concluding with Q&A session,
- Each participant will receive this presentation,
- Contact information for the OHR for questions on other topics, and
- Survey link.





Frequently Asked Questions

Who is in the audience?

Who can see my chats?

What if I don't want to talk during this meeting but would prefer to talk offline?

Why is this training based on AHCCCS policy and the Arizona Administrative Code?



Agenda

- Overview: The Division of Community Advocacy and Intergovernmental Relations (DCAIR)
- Overview: The Office of Human Rights (OHR)
- The Power of Collaboration and Advocacy for Individuals Living with a Serious Mental Illness
- Overview: The Office of Individual and Family Affairs (OIFA)
- Advocacy Resources
- Upcoming Forums and Training

* AHCCCS Acronyms Guide







Overview

Division of Community Advocacy and Intergovernmental Relations (DCAIR)

> Alex Demyan DCAIR Assistant Director



DCAIR Departments

The Division of Community Advocacy and Intergovernmental Relations (DCAIR) is an AHCCCS division that houses functions that interface with our individuals, family individuals and other stakeholders. These areas are very important as they ensure the voice of the community is heard.

Office of Individual and Family Affairs (OIFA)	Office of Human Rights (OHR)	Federal Relations and Special Engagements
		Team (FRAS)
Peer and Family Support,	Advocacy for persons	
and Individual	with a Serious Mental	Waiver, State Plan, Tribal
Engagement	Illness	Relations



DCAIR Community Involvement

DCAIR routinely engages with our communities to educate, inform, and solicit feedback from individuals, families, providers, and stakeholders. We also facilitate or participate in workgroups & committees to address health care needs including:

- Behavioral Health Planning Council
- Arizona Council of Human Service Providers

See the AHCCCS Community **Events Calendar** for more

public events.

- OIFA Advisory Council



The State Medicaid Advisory Committee

Sources for Feedback

- Public comments on policy,
- Calls received by the Advocate of the Day (AOD),
- Q&A with the community, and
- Other departments at AHCCCS like OIFA.







The Power of Collaboration and Advocacy for Individuals Living with a Serious Mental Illness

The Office of Human Rights (OHR) The Office of Individual and Family Affairs (OIFA) AHCCCS/Division of Community Advocacy and Intergovernmental Relations (DCAIR)



October 26, 2023



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Overview The Office of Human Rights (OHR)

Denard Stewart, OHR Advocate



The Office of Human Rights

Mission Statement

The OHR Provides advocacy to individuals living with a SMI to help them understand, protect and exercise their rights, facilitate self-advocacy through education, and obtain access to behavioral health services in the public behavioral health system in Arizona.



Special Assistance



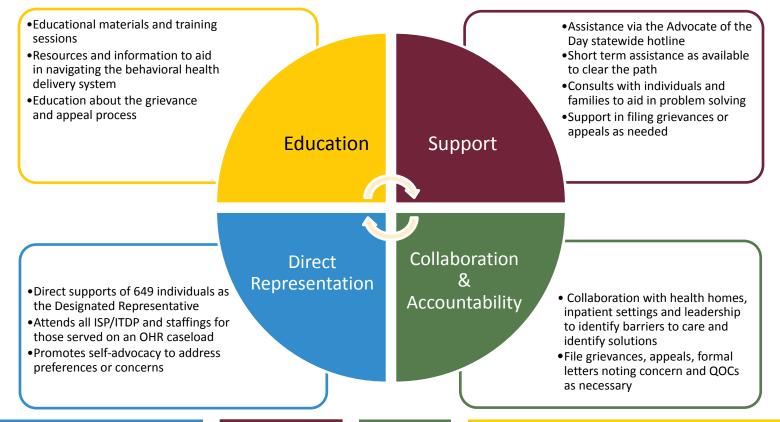
The support provided to an individual designated with a SMI who is unable to articulate treatment preferences and/or participate effectively in:

- The development of the Individual Service Plan (ISP),
- Inpatient Treatment, and Discharge Plan (ITDP), and
- Grievance and/or appeal processes.

This is due to a cognitive or intellectual impairment and/or medical condition.

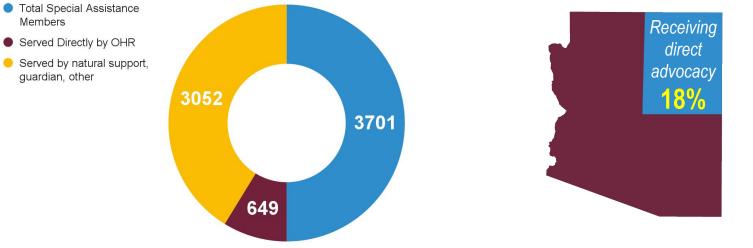


OHR Advocacy at-a-Glance





Special Assistance Data as of October 1, 2023





Members



Power of Collaboration

Andrea Sitter, OHR Advocate



The Benefits of Collaboration

Collaboration is defined as "to work, one with another; cooperate."*

- Closes communication gaps
- Promotes a "team" mentality
- Promotes Person-Centered care
- Improves problem-solving skills
- Encourages social interaction
- Inspires creativity
- Creates trust
- Improves confidence
- Encourages engagement



*According to Dictionary.com



Types of Collaboration





The Road to Collaboration for Treatment and Services





The Arizona Administrative Code (A.C.C.) R9-21



Types of Collaboration for Treatment and Services

Some common collaborations involve, but are not limited to:

Case Management - A collaborative process, which assess, plans, implements, coordinates, monitors, and evaluates options and services to meet an individual's health needs through communication and available resources to promote quality, and cost-effective outcomes. Read more about AHCCCS' Medical Policy Manual for <u>Case Management requirements</u> and <u>the Arizona Administrative Code</u>.

Individual Service Plan (ISP) - A comprehensive written description of all covered health services and other informal supports which includes individualized goals, family support services, care coordination activities and strategies to assist the member in achieving an improved quality of life. Read more about the ISP in <u>the Arizona Administrative Code</u>.

Adult Recovery Team (ART) - According to <u>AHCCCS Contract and Policy Dictionary</u>, a group of individuals that follow the <u>Nine Guiding Principles</u> for Recovery-Oriented Adult Behavioral Health Services and Systems, work in collaboration and are actively involved in a member's assessment, service planning, and service delivery.



Types of Collaboration for Treatment and Services

Inpatient Treatment and Discharge Plan (ITDP) - According the <u>the Arizona Administrative Code</u>, the written plan for services and implemented by an inpatient facility. "Discharge plan" means a hospital or community treatment and discharge plan prepared. "Inpatient facility" means the Arizona State Hospital, the County Annex, or any other inpatient treatment facility registered with or funded to provide behavioral health services, including psychiatric health facilities, psychiatric hospitals, and psychiatric units in general hospitals.

Medication Review - This is done in collaboration with the Behavioral Health Professional (BHP) in accordance with their scope of practice as a individual licensed and authorized by law to use and prescribe medication and devices.

Service Implementation - Services agreed upon through the service plan process as identified in R9-21-310 of the <u>the Arizona Administrative Code</u>.





Collaborators

Lia Ballesteros, OHR Lead Advocate



Member - Person receiving services. An eligible individual who is enrolled in AHCCCS.

Designated Representative (DR) - An individual, parent, guardian, relative, advocate, friend, OHR Advocate or other individual, designated orally or in writing by a member or guardian who, upon the request of the member, assists the member in protecting the member's rights and voicing the member's service needs. Refer to <u>the Arizona Administrative Code</u>. The Designated Representative is sometimes referred to as a natural support.

Health Care Decision Maker (HCDM) - Some treatment planning decisions are made on behalf of members if they have a HCDM, which is defined as: An individual who is authorized to make health care treatment decisions and is sometimes filled by guardians. Refer to <u>AHCCCS Contract</u> and <u>Policy Dictionary</u>.



Case Manager - An individual assigned as responsible for locating, accessing, and monitoring the provision of services to individuals in conjunction with a clinical team as specified in <u>the Arizona</u> <u>Administrative Code</u>.

Peer Support: Peer support services are for members who may need more personalized support than natural supports or community based recovery groups (such as 12 Step groups) can be provided by an individual with lived experience of mental health conditions, substance use, and/or other traumas resulting in emotional distress and significant life disruption, for which they have sought help or care, and has an experience of recovery to share. Read more about Peer Support from <u>AHCCCS OIFA</u> and <u>AMPM 963</u>.

Family Support: Family support means the person who is working with you has experience as a credentialed primary support for an adult with emotional, behavioral health or substance use needs and has completed a formal training program to provide this service. Read more about Family support from <u>AHCCCS OIFA.</u>



Behavioral Health Professional (BHP) - "Qualified clinician" means a behavioral health professional who is licensed or certified under A.R.S. Title 32, or a behavioral health technician who is supervised by a licensed or certified behavioral health professional as specified in <u>the Arizona Administrative Code</u>.

Primary Care Physician (PCP) - A PCP may be a physician defined as an individual licensed as an allopathic or osteopathic physician, or a practitioner defined as a licensed physician assistant, or a licensed nurse practitioner as specified in <u>Arizona Revised Statutes</u>.

Behavioral Health Residential Facility (BHRF) - As specified in <u>the Arizona Administrative Code</u>, a health care institution that provides treatment to an individual experiencing a behavioral health issue that:

1. Limits the individual's ability to be independent, or

2. Causes the individual to require treatment to maintain or enhance independence.



Division of Developmental Disabilities (DDD) - The Division of a State agency, which is responsible for serving eligible Arizona residents with an intellectual/developmental disability. AHCCCS contracts with DES/DDD to serve Medicaid eligible individuals with an intellectual/developmental disability.

Health Plans: Also referred to as contractor, is an organization or entity that has a contract with AHCCCS to provide services to members either directly or through subcontracts with providers, in agreement with contractual requirements and State and Federal law, rule, regulations, and policies.

All Service Providers - Any individual or entity that is engaged in the delivery of services, or ordering or referring for those services, and is legally authorized to do so by the State in which it delivers the services, as specified in <u>42 Code of Federal Regulations (CFR) 457.10 and 42 CFR</u> <u>438.2</u>.





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Tips and Results of Effective Collaboration

Autumn Ross, Advocate



Tips for Effective Collaboration

- Believe that there is a common goal
- Consider both sides and ask for clarification to ensure understanding
- Focus on the specific situation and state the facts, what is needed and why?
- Plan your conversation ahead of time so you know exactly what you want to say
- Some solutions involve creativity, come prepared with ideas to share
- Be respectful to yourself and others
- Agree as a team to follow meeting etiquette and rules
- Ensure everyone has a chance to speak without interrupting or speaking over, share preferred pronouns, if in a virtual meeting, agree to use the raised hand feature
- Ask for a short break to gather thoughts if needed



Results of Collaboration

- Empowers team members
- Helps close communication gaps
- Minimizes readmission rates
- Promotes teamwork—and a team mentality
- Results in person-centered care







AHCCCS Collaboration

Autumn Ross, Advocate



AHCCCS Policy Workgroups

AHCCCS collects the feedback we receive from multiple platforms of engagements to gauge customer satisfaction, resolve problems, identify potential opportunities for improvement, and set future goals. The feedback is reviewed and helps drive AHCCCS policies.





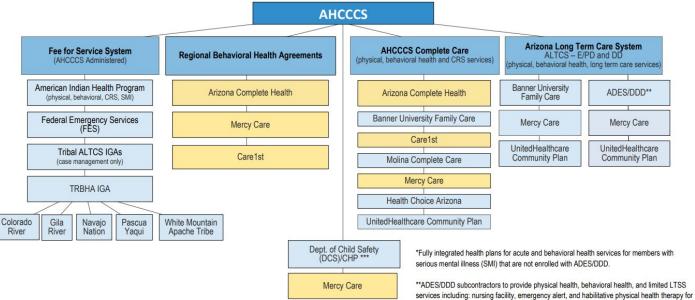
Health Plan Coordination

AHCCCS routinely meets with the health plans to review community feedback, grievances, appeals, systemic trends and information from calls we receive from the community. This is all done to collaborate towards achieving the common goal of integrated treatment to meet the needs of the individual

receiving treatment.



AHCCCS Care Delivery System as of October 1, 2022



**ADES/DDD subcontractors to provide physical health, behavioral health, and limited LTSS

members age 21 and over. ADES/DDD to provide all other LTSS and coordinate with AHCCCS' Division of Fee for Service Management to provide services for the Tribal Health Program for American Indian members.

***DCS/Comprehensive Health Plan (CHP) statewide subcontractor to provide physical and behavioral health services.



Coordination with External Agencies

AHCCCS collaborates with many external agencies regarding the provision of SMI behavioral health services. Some include, but are not limited to:

- Adult Mental Health Court/Court Order Evaluation/Court Order Treatment
- Adult Probation/Justice Liaison
- Adult Protective Services
- Arizona Center for Disability Law
- Arizona Long Term Care
- Arizona State Hospital
- Department of Economic Security, Division of Developmental Disabilities
- Public Fiduciary/Private





Power of Advocacy

Lia Ballesteros, OHR Lead Advocate



Types of Advocacy

Individual Advocacy

- Educating on policy & processes, resources:
 - The Arizona Administrative Code
 - o AHCCCS Medical Policy Manual
 - SMI grievance and appeal process

Community Advocacy

- AHCCCS and DCAIR (OHR, OIFA, FRAS), informative forums
- Community feedback influences change

Range of Influence

 These examples of advocacy bring about impactful changes to all stakeholders and system of care as a whole.





Individual Advocacy: Code

- In the public behavioral health system in Arizona, individuals living with an SMI have specific rights, including:
 - Civil rights and other legal rights, and
 - Rights in the public behavioral health system*
- The Arizona Administrative Code lists the <u>Rights for</u> <u>Individuals Living with a Serious Mental Illness</u> regarding support and treatment.
- A person does not lose legal rights when determined to have an SMI.**
- Knowing where to find and what the SMI rights are in The Arizona Administrative Code - is a form of individual advocacy.

	PREFACE	
		istrative Rules Division, accepts state agency ary of State does not interpret or enforce rules solble for the promulgation of the rule.
Arizona Administrative	CODE www.azsos.gov	Scott Cancelosi, Director ADMINISTRATIVE RULES DIVISION
这些 样有	Office of the Secretary of State	CODE for before a supplement in released by the a user should refer to issues of the <i>dritona</i> or for recent updates to rule Sections. D STATUTE REFERENCES
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	to the referenced page numbers in this Chapter. of a rule as it was published in the Armona Administrative Register.	DM THE APA
This Chapter contains rules that were filed to be codified January 1, 2023 throu	in the Arizona Administrative Code between the dates of gh. March 31, 2023	if it means a specified in the steps out- ing process as specified in the Arizona Admin- ict, also known as the APA (Arizona Revised spire 6, Articles 1 through 10). Other agencies
8-21-101. Definitions and Location of Definitions 3 S-21-104. Office of Human Rights: Human Rights Advocates.	R9-21-006. Cenduct of Investigation	option to certain provisions of the Act.
29-21-105. Independent Oversight Committees 6 29-21-201. Civil and Other Legal Rights. 8 49-21-202. Right to Support and Treatment 9	R9-21-409 Notice and Records 36 R9-21-410 Miscellancous 37	on is written in law by the Arizona State Leg- ferendum or initiative passed into law by Ari-
89-21-202. Right to Support and Troitment	R9-21-502 Emergency Admission for Evaluation	is an exempt rulemaking package with our law exemption in what is called the preamble reamble is published in the <i>Regutar</i> online at click on the <i>Advancementrative Regutar</i> link.
202-11-11. Contex of algebra 11. 202-11-10. Appendix 202 202-11-10. General 32 202-11-10. Initiating a Generance or Investigation 33 202-11-10. Persons Responsible for Resolving Orievances and 202-11-10.	R0-21:503. Volumitary Admission for Evaluation	beginning of a Chapter provide information them made by ecompt relevaking. Ecompt also included in the historical note at the end
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	Questions about these rules? Contact: Department: AHCCCS Office of the General Counsel	rules managing editor, assisted with the edit-
	Address: 801 E. Jefferson, Mail Drop 6200 Phoenix, AZ 85034 Website: www.abcces.gov	Mailing Address: Administrative Rules Division Office of the Secretary of State
	Name: Nicole Fries Telephone: (602) 417-4232 Email: ABCCCSRules@arahcces.gov	1700 W. Washington Street, FI. 7 Phoenix, AZ 85007

*For a comprehensive list see the Arizona Administrative Code R9-21-201-211

A guardianship order or a court order for treatment **does affect certain rights.



Individual Advocacy: AHCCCS Policy

- The AHCCCS Medical Policy Manual (AMPM) provides information to Contractors and Providers regarding services that are covered within the AHCCCS program.
- <u>AMPM 320-R</u> is where to find policy on Special Assistance for members with a Serious Mental Illness and other policies of interest, such as:
 - Discharge Planning <u>1020 (C.)</u> Ο
 - Behavioral Health Covered Services -Ο <u>310-B</u>
 - Case Manager Requirements 570 Ο

For a comprehensive list see all AHCCCS Medical Policy Manuals.

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Chapter 1200 - ALTCS Services and Setting for Members who are Elderly and/or Have Physical Disabilities • and/or Have Developmental Disabilities						ound in the various ACOM and uals page at the following link:	
Chapter 1300 - Member Directed Options							
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Tips for Collaboration & Advocacy: Before, During, After

Kisha Kimber, OHR Advocate



Tips for Collaboration & Advocacy: Before Meeting

- Know who is part of the Adult Recovery Team, their role, and preferred way of communicating (email, phone call, etc.)
- Know the structure of how to route information i.e. who to call to schedule routine medication appointments, if a need arises in between scheduled meetings, or who to speak with to express a concern or feedback.
- Prepare for meetings:
 - Before the meeting, create a list of concerns, needs, and updates to discuss.
 - Between meetings, keep a log of discussion points.
 - Think about who will be present. If natural support is invited, ensure their awareness of how to attend.
 - Know if the meeting is virtual or in-person. If virtual, is assistance needed to navigate the login? If in-person, is a transportation plan needed?
 - Any special accommodations needed, such as translation services?



Tips for Collaboration & Advocacy: During Meeting



- Keep note of everyone at the meeting, their title, and what their role is.
- Give input, take notes, and keep records.
- If service changes are needed, the Individual Service Plan will be reviewed to ensure all needs are being met in a way that maximizes strengths, cultural preference, and independence.
- Ensure each goal has an expected completion date.



Tips for Collaboration & Advocacy: Problem Solving

Collaboration unites the member, natural supports, health home, and health plan to shed light on issues. It provides a platform to have the member's voice heard, and to problem-solve and make a path for resolution and improvements. Collaboration can be an effective problem solving tool. Consider the following, but not limited to:

- Share the concerns with the clinical team (in writing if possible),
- Ask to speak to a supervisor if necessary,
- Keep records of all efforts to make the concern known including the date, time and name of the person notified,
- Contact the health plan if the problem is not resolved,
- Request a meeting to resolve the concerns, and
- Call the OHR at 1-800-421-2124 for assistance in understanding, exercising & protecting SMI rights.

Resources on SMI complaints, appeals, and grievances is available on our website.



SMI Grievance and Appeal Process

The SMI grievance and appeals process are formal actions that can be taken when a member needs to resolve an issue in accordance with <u>the Arizona Administrative Code R9-21-401 and 403</u>. Exercising the SMI grievance and appeal process is another form of individual advocacy.

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SMI Grievance: Grievances are filed when there is an allegation that a member living with a serious mental illness has had their rights violated. This process is in accordance with <u>AHCCCS Contractor Operations Manual (ACOM) 446</u> for grievances and investigations.

SMI Appeal: Appeals are filed when a member disagrees with decisions regarding eligibility for behavioral health services, including TXIX services, fees and waivers; assessments and further evaluations; and services and treatment plans. This process is in accordance with <u>AHCCCS Contractor Operations</u> <u>Manual (ACOM) 444</u> for the notice and appeal requirements.

Locate the SMI Grievance/Appeal Form here



Individual Advocacy

- Supports individualized recovery and outcomes by identifying services and interests that maximize strengths, independence and integration into the community.
- Promotes continuity of care and the proper supports in place that may reduce relapses and re-admissions.
- Ensures appropriate referrals to care settings, and that additional needs such as, but not limited to, housing, employment, and supplemental income are addressed.
- Facilitates the team approach and integrated care, increasing the potential for successful outcomes.
- Advances an individual's right to receive services that are adequate, appropriate, consistent with their individual needs, and least restrictive.

Some treatment planning decisions are made on behalf of members if they have a Health Care Decision Maker (HCDM).



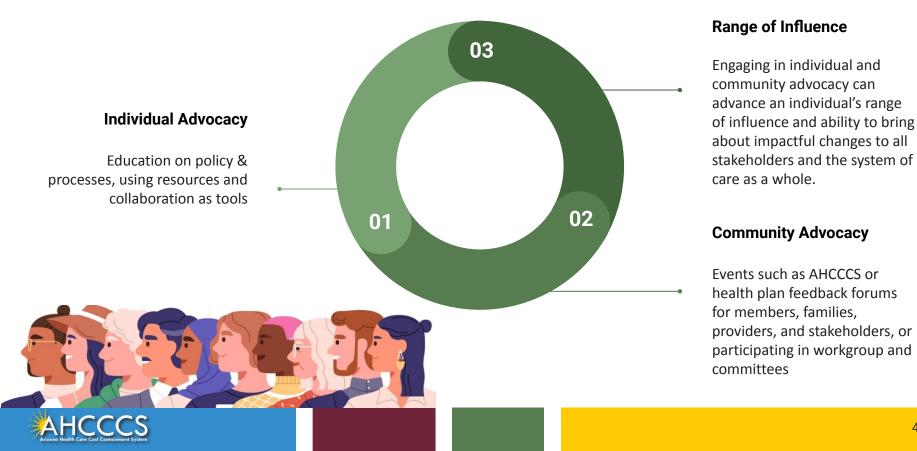




Individual and Community Lia Ballesteros, OHR Lead Advocate



Individual + Community Advocacy



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Education on SMI rights in policy and code.

- Exercise voice and choice and know the resources available.
- The power of collaboration and advocacy begins with each and everyone of us!

For more self-advocacy tools, visit the OHR and OIFA

Empowerment Tools





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Overview The Office of Individual and Family Affairs (OIFA)



OIFA Mission

The Office of Individual and Family Affairs promotes recovery, resiliency, and wellness for individuals whose lives have been impacted by mental health and/or substance use challenges.





Office of Individual and Family Affairs (OIFA)

The AHCCCS Office of Individual and Family Affairs (OIFA) takes pride in helping individuals and family individuals in the public health care system. OIFA is dedicated to three core areas:



Our actions, initiatives, and successes drive us toward our core goals.







View the calendar of events at: https://www.azahcccs.gov/shared/AHCCCScalendar.html



Ending Stigma

- Stigma shapes how we perceive mental illness and mental health. Stigma may influence who people interact or socialize with.
- Negative public perceptions hamper access to housing, employment, and health care.
- This discrimination can seriously affect a person's willingness to seek or continue treatment for mental illness.
- Stigma erodes a person's self-esteem and sense of dignity so that shame prevents them from seeking help.



Advocacy Resources Denard Stewart, OHR Advocate



Advocate of the Day

OHR operates a single statewide phone line during business hours to provide technical assistance to anyone living with a Serious Mental Illness. Technical assistance could include:



- Providing education and resources for behavioral health services in Arizona,
- Helping a person understand their rights as an individual living with a Serious Mental Illness,
- Helping an individual to understand their treatment options, and
- Educating about the grievance and/or appeal process.

1-800-421-2124



Community Education

OHR hosts 10 community education sessions every year:

- Rights of Individuals living with a Serious Mental Illness,
- Why Assess for Special Assistance for Individuals Living with a Serious Mental Illness,
- The Role of the Office of Human Rights for Individuals living with a Serious Mental Illness,
- Covered Behavioral Health Services for Individuals Living with a Serious Mental Illness,
- The Individual Service Plan and Why it Matters for Individuals Living with a Serious Mental Illness,
- Inpatient Treatment and Discharge Planning for Individuals with a Serious Mental Illness,
- Provider Case Management for Individuals living with a Serious Mental Illness,
- The Grievance and Appeals Process for Individuals Living with a Serious Mental Illness,
- Court-ordered Evaluation and Court-ordered Treatment, and
- The Power of Collaboration and Advocacy for Individuals Living with a Serious Mental Illness.

Previous OHR trainings are available here.





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AHCCCS Website <u>www.azahcccs.gov</u>



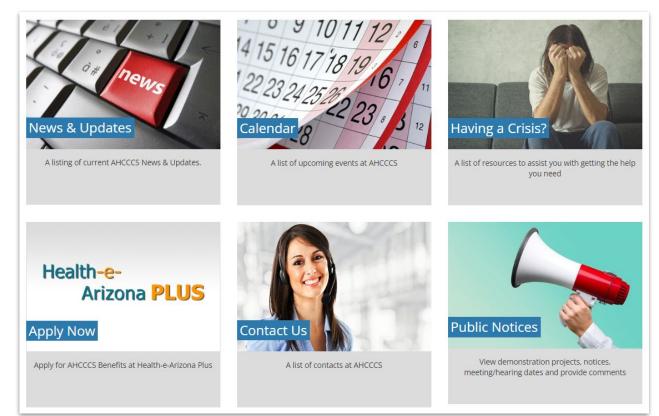
Navigating the AHCCCS Website



Arizona Health Care Cost Containment System (AHCCCS) is Arizona's Medicaid agency that offers health care programs to serve Arizona residents, indi income and other requirements to obtain services.



Navigating the AHCCCS Website





Health Plans, ACC-RBHA and TRBHA Contacts

Health Plans, ACC-RBHA or TRBHA	Customer Service	Webpage
Banner – University Family Care LTC	1-833-318-4146	Banner UFC
Mercy Care LTC	1-800-624-3879	Mercy Care LTC
Care1st Arizona	1-866-560-4042	Care1st Arizona
Mercy Care RBHA	1-800-564-5465	Mercy Care RBHA
AHCCCS American Indian HP	1-800-654-8713	American Indians-AIHP
United Healthcare LTC	1-800-293-3740	UHC LTC
Arizona Complete Health	1-888-788-4408	AZ Complete Health
Gila River TRBHA	1-520-562-3321	Gila River TRBHA
Pascua Yaqui TRBHA	1-520-879-6060	Pascua Yaqui TRBHA
Navajo Nation TRBHA	1-928 871-6000	Navajo Nation TRBHA
White Mountain Apache TRBHA	1-928-338-4811	White Mountain Apache TRBHA



Resources: Rule and Statutes

Arizona Administrative Code: <u>Rights for individuals Living with a Serious</u> <u>Mental Illness-Arizona Administrative Code</u> (R9-21)

Arizona Revised Statutes:

Court Ordered Evaluation and Treatment-A.R.S. Articles 4 & 5, 520-544

Confidential Records-A.R.S. 36-509

Guardianship of Incapacitated Adults- Title 14, Chapter 5, Article 3





Resources: Policies and Manuals AHCCCS Medical Policy Manual (AMPM)

Discharge Planning - AMPM 1020/Utilization Management

Special Assistance for individuals with a SMI - AMPM 320-R

Behavioral Health Covered Services- AMPM 310-B

Medical Records and Communication - AMPM 940

Case Manager Requirements - AMPM 570

AHCCCS Contractor Operations Manual (ACOM) <u>SMI Appeals-ACOM 444</u> <u>SMI Grievance and Investigations-ACOM 446</u> <u>SMI Grievance/Appeal Form</u>



Additional Advocacy Resources

AHCCCS OHR Web page

AHCCCS OIFA Web page

AHCCCS Related Acronyms

AHCCCS Contract and Policy Dictionary

AHCCCS Community Events Calendar







Upcoming Forums and Trainings Brenda Morris, Advocacy Administrator



Upcoming Forums and Events

Jacob's Law Training

Thurs., 11/16, 10:00 a.m. - 12:00 p.m. Register in Advance

Hot Topics: Arizona Olmstead Plan

Mon., 11/20, 11:00 a.m. - 12:30 p.m. Register in Advance

OIFA Health Care Navigation

Tues., 11/28, 12:00 p.m. - 12:30 p.m. Register in Advance

OHR/OIFA: Why Assess for Special Assistance for Individuals Living with a Serious Mental Illness

Tue., 1/23/2024, 10:30 a.m. - 11:50 a.m. Register in Advance



Learn about AHCCCS' Medicaid Program on YouTube!



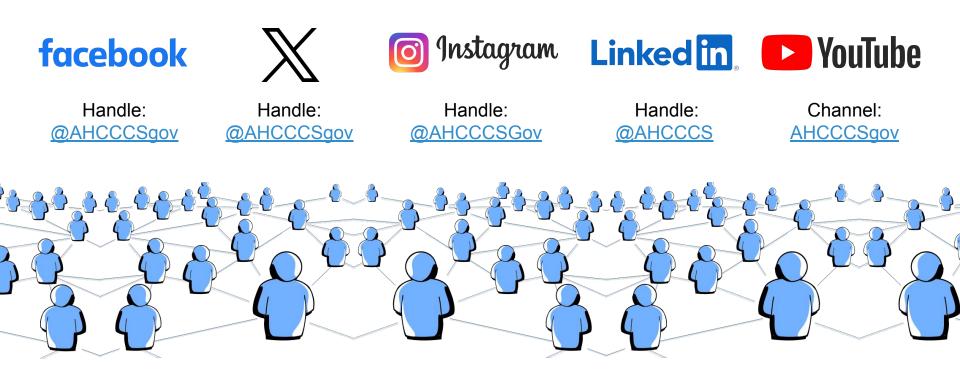
YouTube

Watch our Playlist:

Meet Arizona's Innovative Medicaid Program



Follow & Support AHCCCS on Social Media







Please take the survey to help us better tailor meetings to meet your needs.

Questions?



Thank You.

