Care CEUs

Understanding LGBTQ+ In The Workplace

1. Which term refers to someone whose gender identity is dynamic and may shift between different genders over time?

A. Gender Fluid
B. Non-binary
C. Gender Affirming Care
D. Pansexual

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2. Implementing which type of policies can help create a supportive workplace culture?

A. Non-discrimination and visitation policies
B. Dress code guidelines
C. Flexible work hours
D. Performance evaluation metrics

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3. What practice can help in effectively addressing grievances related to LGBTQ+ issues in a nursing home setting?

A. Documenting only major complaints
B. Training staff in LGBTQ cultural competency
C. Implementing a uniform complaint form
D. Delegating issues to a single staff member

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4. Why is it important to use inclusive language when referring to residents' personal relationships?

A. To standardize communication
B. To avoid detailed personal inquiries
C. To respect diverse family arrangements
D. To create concise documentation

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5. Which of the following is a key takeaway for cultivating an inclusive environment in a nursing home?

A. Regularly review policies to ensure they remain current
B. Implement feedback mechanisms without periodic assessment
C. Restrict training to senior staff only
D. Focus solely on compliance for inclusive practices

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6. Which of the following best describes the role of an Ombudsman in long-term care facilities, especially for LGBTQ+ residents?

A. They act as regular trainers and mediators for facility staff.
B. They provide legal representation for LGBTQ+ residents.
C. They serve as advocates, ensuring residents' rights are maintained and fostering inclusive environments.
D. They are responsible for the financial management of the facility.

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7. When implementing inclusive policies for LGBTQ+ residents, which of the following should NOT be part of the care plan development process?

A. Including information about the resident's partner or spouse in the plan.
B. Ensuring staff are trained in cultural competency and LGBTQ+ issues.
C. Requiring residents to disclose their sexual orientation or gender identity to all staff members.
D. Regularly reviewing and adjusting the care plan to meet evolving needs.

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8. In the context of addressing grievances, what is a crucial element to ensure the effectiveness of the process in preventing discrimination?

A. Ensuring the grievance process is confidential and there is no retaliation.
B. Having the nursing home administrator handle all grievances personally.
C. Only investigating grievances related to physical safety threats.
D. Ignoring grievances related to communication issues.

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9. What is a key consideration for nursing home administrators when creating a supportive workplace culture for LGBTQ+ staff?

A. Focusing predominantly on resident satisfaction and ignoring staff concerns.
B. Facilitating open communication while providing regular diversity training.
C. Maintaining low staff wages to increase facility profitability.
D. Exclusively using external resources for cultural training without internal support.

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10. Which strategy is most effective when developing care plans for LGBTQ+ residents to enhance their quality of life?

A. Prioritizing medical needs over social and emotional preferences of the resident.
B. Incorporating comprehensive assessments that include personal history, preferences, and support systems.
C. Relying solely on the residents' family members for decision-making.
D. Standardizing care plans for all residents to maintain uniformity.

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