

*The Singapore
Association
For The Deaf*



The Singapore Association for the Deaf (SADeaf)

**INTERVENOR CODE OF CONDUCT
(DEAFBLIND PROGRAMME)**

WELCOME

Thank you for choosing to register as an Intervenor with The Singapore Association for the Deaf. Established in 1955, the Singapore Association for the Deaf (SADeaf) has been serving the Deaf and Hard-of-hearing community for the past six decades. SADeaf is a member of the National Council of Social Service (NCSS), and is supported by the Ministry of Social and Family Development (MSF) and the Ministry of Education (MOE).

For six decades, individuals like yourself have helped SADeaf fulfill our mission to serve the Deaf and Hard-of-hearing, we would not have gone this far without your support. In 2020, we have also expanded our services to the Deafblind in the community and would like to extend our invitation to you to be an intervenor to serve this pool of individuals with both vision and hearing loss. As an intervenor, SADeaf invites you to apply it in your everyday life as family, caregivers or committed supporters of the Deafblind community.

While we truly appreciate your contribution of precious time, talents and efforts, we also hope you recognize the myriad benefits available to all our intervenors:

- Cultivate a deeper understanding on the Deafblind community and their culture
- Gain valuable knowledge and experience with Deafblind individuals
- Bring positivity and meaningful impact on the lives of the Deafblind individuals
- Explore opportunities (eg. to be exposed to a Social Service setting, job referrals etc.)
- Opportunity to befriend, acquire new friendships and network
- Acquire new language, guiding skills and techniques
- Improve your interpersonal skills and share resources within the community
- Personal satisfaction and fulfillment that comes from community service
- Expanding horizons and perspective, resulting in growth of empathy and wisdom

On behalf of The Singapore Association for the Deaf and the entire Deaf, Hard-of-hearing and Deafblind community, we thank you for your time, dedication, and support.

“The smallest act of kindness is worth more than the grandest intention” - Oscar Wilde

Community Services (CS)

Last updated on 1 July 2024

OUR VISION

To be the leading organisation in advocating equal opportunity, in all aspects, for the Deaf and supporting the Deaf, Hard-of-hearing and Deafblind to reach their full potential.

OUR MISSION

To assist the Deaf, Hard-of-hearing and Deafblind to achieve a better quality of life and to enable them to integrate and contribute to society.

LOGO



Designed by Zen Goh, the logo was launched on 29 September 2007 on the occasion of the annual International Day of the Deaf that year. It consists of two graphical elements showing a simplified illustration of an ear and a vibrant human figure. Orange is used as the primary colour to represent enthusiasm, encouragement and success.

INTRODUCTION

Regardless of whether you have only joined SADeaf as an intervenor or have participated in other engagements with the organization, the DBP Team is looking forward to a meaningful and enjoyable time together.

Intervenors in SADeaf's Deafblind Programme are considered to be one of the most treasured resources. Therefore, we have an Intervenor's Code of Conduct prepared in order to provide intervenors with an overview of the association's policies, benefits and procedures. It is our intention to let intervenors familiarize and understand the important information about SADeaf, including the privileges and responsibilities.

SADeaf will continue to strive to improve its policies and positive relations with intervenors, while maintaining an open door policy. Intervenors can approach the DBP staff should they have any suggestions for improvement or address any questions/concerns where they arise.

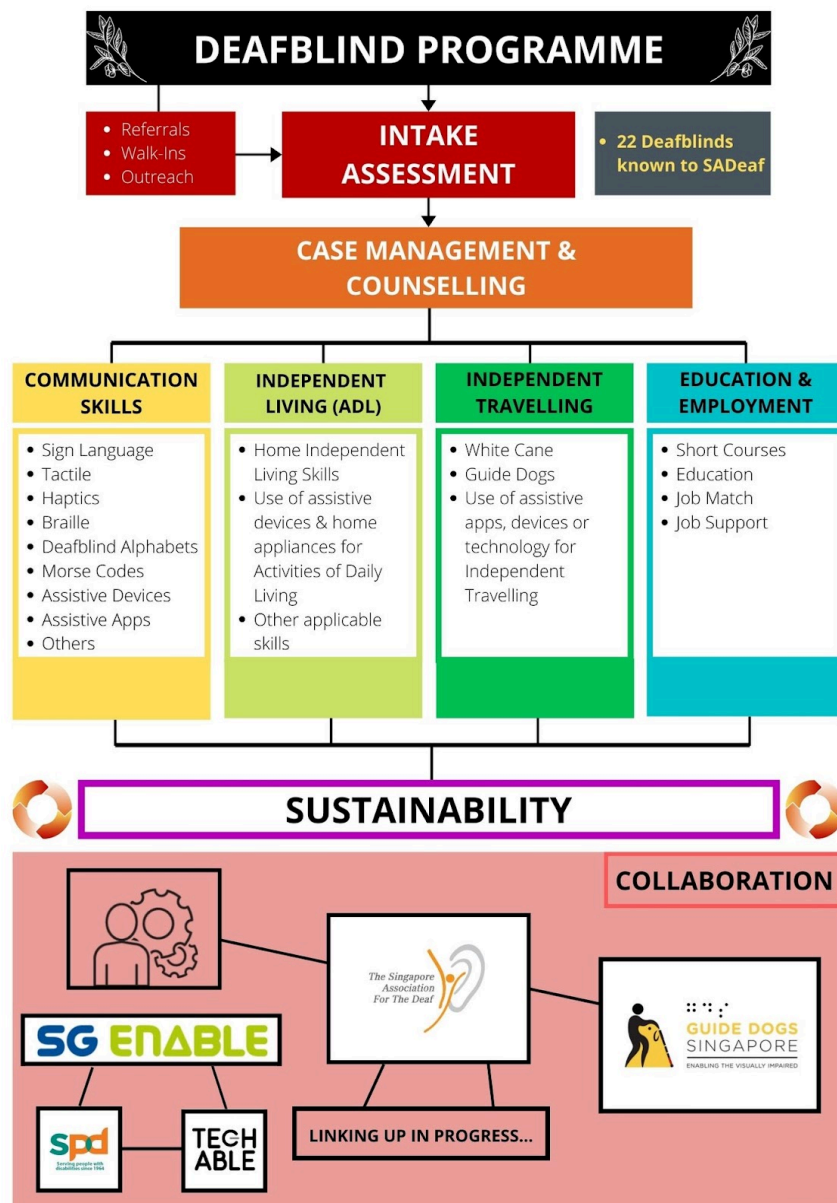
By working together, SADeaf hopes to share a sincere sense of pride in the efforts and services the organisation provides with its intervenors.

SADEAF'S HISTORY



DEAFBLIND PROGRAMME

SADeaf started the Deafblind Programme with the objective to assist the Deafblind community in achieving independence and empowerment in their everyday lives. As part of Community Services (CS), the Deafblind programme provides counseling, case management and other services for persons with hearing and visual loss through an understanding of Deafblind culture and needs.



INTERVENOR'S RULES & REGULATIONS

While we strongly believe in the need for our intervenors to grow, learn and serve in a safe and empowering environment, we also stress the importance for intervenors to treat all beneficiaries, stakeholders and partners with integrity, respect and dignity. Intervenors should continuously strive to be positive role models to their peers, beneficiaries and community partners through their speech, behavior and actions.

Intervenors will be required to abide by the following tenets of the The Singapore Association of the Deaf's Code of Conduct. Failure to comply may lead to the termination as an official intervenor with The Singapore Association of the Deaf (SADeaf).

DOS & DON'TS

For the role of an intervenor, intervenors shall not:

- Impose their own religious beliefs or political views on fellow intervenors, community partners and beneficiaries
- Cultural, racial, and religious sensitivity is to be observed at all times
- Intervenors should refrain from the following:
 - Vulgarities – in any language, whether colloquial or slang
 - Personal attacks, threats, insults, degrading or derogatory remarks about a person or organisation
 - Racially offensive remarks or language
 - Religiously insensitive or provocative remarks or language
 - Defamatory or libelous comments
 - Involvement in any form of lobbying or politicising
 - Consume tobacco, alcohol and any form of intoxicating consumables when engaging with other intervenors, mentors, community partners and beneficiaries
- Intervenors shall:
 - Observe the personal boundaries of other team members
 - Be respectful and not put down other team members
 - Be open to diverse points of view offered by team members