

Hello, thank you for letting us be here to speak with you today. My name is Lori Nickels, LORI NICKELS

I have worked for Mosaic in Beatrice for 27 years assisting adults who have various developmental disabilities, helping to improve their vocational skills and to increase their autonomy with daily living. In November of 2018 I started training to become a Board Certified Behavior Analyst. My goal is to take the national certification exam later this year and become a BCBA. My goal is to provide high-quality behavior analytic services to adults who have developmental disabilities.

It's important to protect constituents from providers who are not qualified. Licensing will provide additional oversight and a place for constituents to report problems and concerns. Licensure will help to ensure that providers of behavior analytic services are well trained and receive continuing education.

I am happy to provide an example of the services I provide. I work with a 25 year old man who receives about 28 hours of staff support per week. He does not like to clean and has a difficult time keeping his apartment clean and habitable. I encourage his staff to assist him with the tasks and to clean together but staff become very frustrated by his (lack of cleaning) uncooperativeness with cleaning tasks. His staff frequently approach me with their concerns and ask for us to implement punishment procedures for his (lack of cleaning) uncooperativeness with cleaning.

Because of my training in behavior analysis, I know that implementing punishment procedures can have severe side effects that could result in aggression and other problematic behaviors, and there is also the possibility that these side effects could carry over to many other important activities that increase his quality of life. I also know the ethical codes for behavior analysts, and imposing punishing consequences for this type of

behavior is not ethical. My staff, however, do not have this type of training and do not understand the side effects of punishment and how this could have detrimental effects across all aspects of this adult's life.

Because of my training, I have been able to intervene and provide rationale as to why punishment is not appropriate in this case. A person in this role without the appropriate training may not recognize these issues and may give in to staff requests for implementing punishment. By using punishment in this situation, this adult would be at increased risk for harm for the use of unnecessary and unethical punishment. This adult and many others in the state of Nebraska deserve the protection provided by licensure of behavior analysts.

Please approve this request for licensure for behavior analysts in Nebraska!

Thank you for your time. Does anyone have any questions?