

## Acronym Soup

Working and volunteering in human services is challenging. Each field of endeavour seems to have its own language and short forms. This document is intended to be a reference tool for staff and volunteers. Hopefully this tool will help to decode “human services speak”.

The document is divided into four sections. The content of each section corresponds to each of the four fields of work that the Mills Community Support Corporation is engaged with:

- **General** – covers human resources terms; diagnostic/disability labels often assigned to people supported; government terms
- **Developmental Services (DS)** – processes; diagnostic labels; regional organizations and programs
- **Community Support Services (CSS)** for seniors and adults with physical disabilities
- **Non-profit (social) housing**

There are some terms that pop up in more than one field of work. Where this is the case, the term has been included either as “general” or in the field of work where it is most likely to be encountered.

<b>Acronyms – Developmental Services</b>	
ACL	Association for Community Living
ACSD	Assistance for Children with Severe Disabilities
AIM	Autism Internet Modules
APERs	Annual Program Expenditure Reports
APSW	Adult Protective Services Worker
APT	Applied Physical Training
ASD	Autism Spectrum Disorder
CACL	Canadian Association for Community Living
CCRW	Canadian Council on Rehabilitation and Work
CFSA	Children and Family Services Act
CLO	Community Living Ontario
CLPS	Community Living Parry Sound
CoP	Community of Practice
CPI	Crisis Prevention Intervention
CUPE	Canadian Union of Public Employees
DD	Dually Diagnosed
DH	Developmentally Handicapped
DS	Developmental Services
DSA	Developmental Services Act
DSW	Developmental Services Worker
FBA	Family Benefits Act

FS	Family Supports
FSW	Family Support Worker
HPPH	Helping People Plan for Home
H&S	Health and Safety
HSA	Helen Sanderson & Associates
ICCI	Increasing Community Capacity Initiative
IEP	Individual Education Plan
IFCO	Individualized Funding Coalition of Ontario
IL	Independent Living
IPRC	Identification Placement and Review Committee
IRC	Individualized Residential Care
ISA	Individual Support Agreement
JHSC	Joint Health & Safety Committee
MCFYS	Ministry of Children, Family & Youth Services
MCSS	Ministry of Community and Social Services
MSWFP	Making Services Work for People
MYP	Multi-Year Plan
NADD	National Association for Dual Diagnosis
NVCI	Non-Violent Crisis Intervention
OADD	Ontario Association on Developmental Disabilities
OASIS	Ontario Agencies Supporting Individuals with Special Needs
OCD	Obsessive Compulsive Disorder
ODSP	Ontario Disability Support Program
ODSP-ES	Ontario Disability Support Program-Employment Supports
OMSSA	Ontario Municipal Social Services Association
OPGT	Office of the Public Guardian and Trustee
OPI	Outside Placement Institution
OPSEU	Ontario Public Service Employees Union
ORWC	Ontario Rehabilitation, Work and Community
OSO	Ontario Special Olympics
PCP	Person-Centred Planning
PDD	Pervasive Developmental Disorder
PFoLC	People First of Lanark County
PLAN	Planned Life Advocacy Network
POA	Power of Attorney
POM	Personal Outcome Measures
PSW	Personal Support Worker
RDSP	Registered Disability Savings Plan
SNA	Special Needs Agreement
SRV	Social Role Valorization
SSAH	Special Services at Home
SSW	Social Service Worker

TASH	The Association for Persons with Severe Handicaps
TAY	Transitional Aged Youth
TPA	Transfer Payment Agency
TPAR	Transfer Payment Annual Reconciliation
YTD	Year To Date Reports
<b>Acronyms – Community Support Services/Home Support</b>	
AA	Accountability Agreement
AAH	Aging at Home
AIP	Aging in Place
ALC	Alternate Level of Care
ASP	Annual Service Plan
BGS	Balanced Governance Scorecards
CAPS	Community Annual Planning Submissions
CCAC	Community Care Access Centre
CCSN	Champlain Community Support Network
CELHIN	Central East LHIN
CD	Congregate Dining
CHA	Canadian Healthcare Association
CHC	Community Health Centres
CHLIN	Champlain Local Health Integrated Network
CI	Client Intervention
CIHI	Canadian Institute for Health Information
CL	Clients
CMFA	Commitment to the Future of Medicare Act, 2004
CMH&A	Community Mental Health and Addictions
COA	Council on Aging
CSP	Clinical Services Plan
CSS	Community Support Services
CSSAA (pronounced See Saw)	Community Support Service Accountability Agreement
DP	Directional Plan
DWTC	Doorways to Care
EDAP	Emergency Department Action Plan
EOI	Expression of Interest
FC	Foot Care Clinic
FHT	Family Health Team
FLSA	French Language Service Act
FRZ	Frozen Meals
FV	Friendly Visiting
HAPS	Hospital Annual Planning Submission
HB	Handy Bus – Accessible Transportation
HBAM	Health Based Allocation Methodology
HH	Home Help
HHR	Health Human Resources
HIPA	Health Information Protection Act 2004
HIT	Healthcare Indicator Tool

HM	Home Maintenance
HPAC	Health Professionals Advisory Committee
H-SAA	Hospital Service Accountability Agreement
HSMR	Hospital Standardized Mortality Ratios
H-SIP	Health System Improvement Pre-Proposal
HSP	Health Service Provider
IHSP	Integrated Health Services Plan
iPHIS	Integrated Public Health Information Systems
IM	Information Management
IT	Income Tax Clinic
LHIN	Local Health Integrated Network
LHSIA	Local Health System Integration Act
LTC	Long Term Care
MH&A	Mental Health and Addictions
MIS	Management Information Systems
MLAA	Ministry-LHIN Accountability Agreement
MOHLTC	Ministry of Health and Long Term Care
MOW	Meals on Wheels
M-SAA	Multi-sector Service Accountability Agreement
OANHSS	Ontario Association of Non-Profit Homes and Services for Seniors
OCSA	Ontario Community Support Association
OCSC	Ottawa Community Support Coalition
OHA	Ontario Hospital Association
OHFS	Ontario Healthcare Financial and Statistical System
OHRS	Ontario Healthcare Reporting System
ONPEA	Ontario Network for Prevention of Elder Abuse
PCA	Performance Controls & Allocations
PFA	Planning, Funding and Accountability
PICE	Planning Integration & Community Engagement
PW	Paid Worker
RAI	Resident Assessment Instrument
RGAC	Regional Geriatric Advisory Committee
RGAP	Regional Geriatric Assessment Program
RGPEO	Regional Geriatric Program of Eastern Ontario
RNAO	Registered Nurses Association of Ontario
SAA	Service Accountability Agreement
SAN	Seniors Advisory Network
SCS	Seniors Coordination Service (an element of DWTC)
SF	Senior Friendly
SGS	Specialized Geriatric Service
SHRTN	Seniors Health Research Transfer Network

SHS	Supporting Housing Services
SR	Security and Reassurance
SSHA	Smart System for Health Agency
TB	Trail Balance
TPBE	Transfer Payment Business Entity
TR	Escorted Transportation
RC	Respite Care
SN	Snoezelen Room
WERS	Web Enabled Reporting System
WG	Work Group
VO	Volunteers
<b>Acronyms - Housing</b>	
AIR	Annual Information Return
AMO	Association of Municipalities of Ontario
AT	Alternative Housing
CHRA	Canadian Housing and Renewal Association
CMHC	Canada Mortgage and Housing Corporation
CSHP	Community Sponsored Housing Program
CMSM	Consolidated Municipal Service Manager
CHF – Ontario	Cooperative Housing Federating of Canada – Ontario Division
DSSAB	District Social Service Administration Board
ECE	Eligible Capital Expenditure
F/P Program	Federal/ Provincial social housing program
FUP	Federal Unilateral Projects
HILS	Household Income Limits
HPS	Homelessness Partnership Strategy
HSA	Housing Services Act
HSC	Housing Services Corporation
HVAC	Heating Ventilation Air Conditioning
IAH	Invest in Affordable Housing for Ontario
LHA	Local Housing Authority
LHC	Local Housing Corporation
MCSS	The Provincial Ministry of Community and Social Services
MMAH	Ontario Ministry of Municipal Affairs & Housing
N.P. Housing	Non-Profit Housing
MNP	Municipal Non-Profit Housing Corporation
OCHAP	Ontario Community Housing Assistance Program
OHC	Ontario Housing Corporation
ONPHA	Ontario Non-Profit Housing Association
PNP	Private Non-Profit Housing Corporation
PID	Project in Difficulty

PUR	Project under Review
RGI	Rent Geared to Income
RRAP	Residential Rehabilitation Assistance Program
RTA	Residential Tenancies Act
SCPI	Supporting Community Partnerships Initiative
SHA	Social Housing Agreement
SHRA	Social Housing Reform Act 2000
SHRRP	Social Housing Renovation and Retrofit Program
SHSC	Social Housing Services Corporation
SM	Service Manager
<b>Acronyms - General</b>	
ABC	Antecedent Behaviour Consequence
ABI	Acquired Brain Injury
ADD	Attention Deficit Disorder
ADHD	Attention Deficit Disorder with Hyperactivity
ADL	Activities of Daily Living
ADP	Assistive Devices Program
ADP	Adult Development Program
AGM	Annual General Meeting
CAS	Children's Aid Society
CHS	Canadian Hearing Society
CMA	Canadian Medical Association
CMHA	Canadian Mental Health Association
CPR	Cardiopulmonary Resuscitation
CRC	Criminal Reference Check
DNR	Do Not Resuscitate
EAP	Employee Assistance Program
ED	Executive Director
ESA	Employment Standards Act
FTE	Full-Time Equivalent
GAINS	Guaranteed Annual Income Supplement
HCCA	Health Care Consent Act
HLDAA	Hospital Labour Disputes Arbitration Act
HRSDC	Human Resources and Skills Development Canada
IT	Information Technology
JHSC	Joint Health & Safety Committee
LAN	Local Area Network
LOA	Leave of Absence
MFIPPA	Municipal Freedom of Information and Protection of Privacy Act
MP	Member of Parliament
MPP	Member of Provincial Parliament
M-SAA	Multi-Sector Accountability Agreement
MSDS	Material Safety Data Sheet
ODA (AODA)	(Accessibility for) Ontarians with

	Disabilities Act
ODD	Oppositional Defiant Disorder
OHS	Occupational Health and Safety
OT	Occupational Therapist
OTAB	Ontario Training and Adjustment Board
P&P	Policies and Procedures
RFP	Request for Proposal
RTWP	Return to Work Program
TOR	Terms of reference
WHMIS	Workplace Hazardous Materials Information System
WSIB	Workplace Safety and Insurance Board