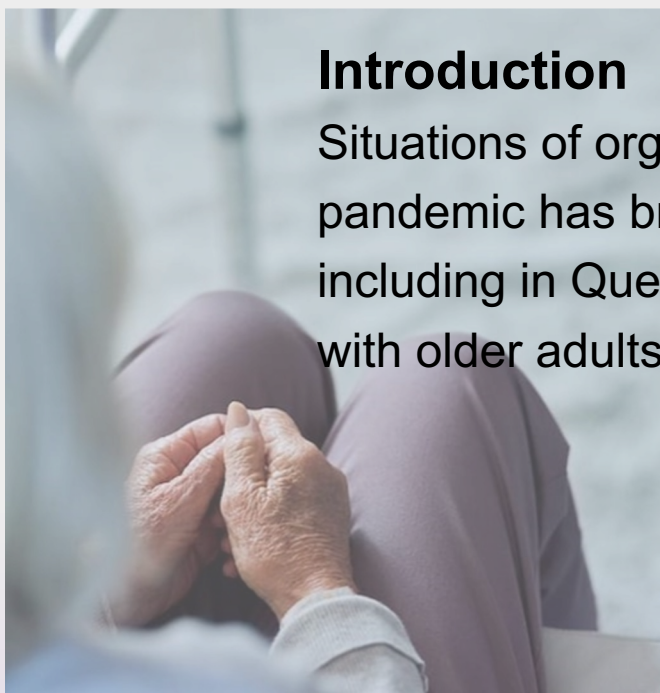


Countering organizational elder abuse: Co-creating an ethical reflection guide using the POJF

Drolet MJ, Albuquerque S, Gaudet R, Lord MM, Viscogliosi C & Pageau F



Introduction

Situations of organizational elder abuse occur worldwide. The COVID-19 pandemic has brought such abuse to light in many healthcare facilities, including in Quebec, Canada. Our team's study on the ethical aspects of OT with older adults uncovered these situations in 2016 (Lord et al., 2023)



Organisational elder abuse

“Any harmful situation created or tolerated by the procedures of organizations (private, public, or community-based) responsible for providing care or services of any kind, which compromises the exercise of the rights and freedoms of older adults”

(Gouvernement du Québec, 2017)

Project objective

To collaboratively develop a tool to counter organizational elder abuse in healthcare facilities in Quebec-Canada

Methods

Using participatory action research, we applied the POJF to create this tool.

The project involved elderly people, family members, multidisciplinary professionals, healthcare facility managers, advocates for elder rights, representatives of professional colleges, decision-makers, and researchers.

Over the course of 12 months, we followed the six steps of the POJF.



Participatory Occupational Justice Framework (POJF) steps



Countering organizational elder abuse: Co-creating an ethical reflection guide using the POJF

Drolet MJ, Albuquerque S, Gaudet R, Lord MM, Viscogliosi C & Pageau F



Ethical reflection guide to counter
organizational elder abuse in public and
private residential care facilities in Quebec

Results

Their collaboration led to the cocreation of an **ethical reflection guide**. The guide is designed to help stakeholders in combating organizational elder abuse in healthcare facilities. It helps its users **identify, understand, and challenge** the occupational and epistemic injustices faced by older adults, as well as fostering a network of allies around them while promoting their self-determination (Drolet et al., 2025).

Conclusion

The guide is currently undergoing empirical testing by teams in three healthcare facilities and improved by various individuals through citizen forums in four cities in Quebec, Canada.



We are grateful to the funding agencies, research assistants, individuals, and partners who are involved in this project

