

Principles for Employment of People with Disabilities

1. People with disabilities have the right to access competitive, community-based employment, with sufficient supports to succeed.
2. People with disabilities have the right to be paid for employment at minimum wage or higher and at the same market wage as employees without disabilities.
3. Workers with disabilities should have equal access to employer benefits and other employee supports to the same extent as employees without disabilities.
4. Federal and state laws, policies and practices should promote integrated, competitive employment as the first and preferred outcome for people with disabilities of working age.
5. People with disabilities, including youth, should not be limited to employment options such as sheltered work, day treatment, clubhouses, and other segregated programs. They should have the same options for employment and access to a variety of careers as people without disabilities.
6. When people with disabilities are not working, they should have access to choices of community-based activities that align with their interests and skills and allow them to make contributions to their communities.
7. People with disabilities have a right to employment services and supports that help them reduce their reliance on public benefits and support their self-sufficiency.
8. People with disabilities and their families must have access to accurate and comprehensive information, provided in a way they understand, about available work incentives and the effects of working while receiving government benefits.
9. State agencies, programs and services must ensure equal opportunity to access employment supports for individuals with the most significant disabilities and the most significant barriers to employment.
10. Employment programs and services must provide meaningful individualized opportunities for all people with disabilities to achieve competitive, integrated employment.
11. Federal, state and local government policies and funding should promote the hiring and retention of people with disabilities.
12. The private sector should be supported and encouraged to promote the hiring and retention of people with disabilities.

13. Youth with disabilities should be supported to achieve competitive, integrated employment or post-secondary training/education as the preferred and primary post-school outcome.
14. Public systems should be adequately funded to provide the appropriate employment supports to increase the number of persons with disabilities, including those with significant disabilities, to achieve competitive, integrated employment.
15. Public and private employers must provide people with disabilities the same opportunities as people without disabilities in hiring, advancement and all other terms, conditions and privileges of employment.
16. Private and public employers must provide reasonable modifications and accommodations for workers with disabilities.
17. Training and other publicly funded work programs must provide services and supports targeted at people with disabilities so that they have meaningful access to and participation in these programs.