



Maine Developmental Disabilities Council

Position Statement on Employment

The Maine Developmental Disabilities Council believes **all** working age people should have the opportunity to be employed. We believe that all people should have access to training, education and career exploration that prepares them to enter the workforce. *We believe that all members of our communities benefit when work is:*

Accessible. All members of the community benefit from workplaces that are safe, welcoming and fully accessible.

Equitable. All people should be treated fairly, without regard to disability, ethnicity, gender, religion, sexual orientation, or income level. People with disabilities must receive the same wages, benefits and workplace opportunities as other employees. The Council does not condone subminimum wage, enclave, and/or other employment models that serve to segregate or otherwise support disparate treatment of people with disabilities.

Inclusive. Workplaces should include people with and without disabilities working together and should reflect the diversity of their communities. All workers should have access to supports that help facilitate typical social relationships and contribute to a more inclusive environment for everyone. The Council supports flexible work arrangements that contribute to a more inclusive work environment.

The Council believes that employment services and supports must meet the needs of people with developmental disabilities as workers in being:

Effective. All people who need paid employment supports must be able to access flexible, person-centered and relevant services when and where they are needed.

Self Directed . All people must be able to choose and manage formal employment supports.