

Employer Name:

Consumer Name:

Job Title:

Name of DOR Personnel Completing the Checklist:

Instructions

Vocational rehabilitation teams may use this checklist on a case-by-case basis to determine whether a consumer's placement meets the definition of integrated setting.¹ This checklist applies to individual or group supported employment, Javits-Wagner-O'Day (JWOD), National Industries for the Blind (NIB), and AbilityOne / Source America placements.²

An answer of "no" to any of the questions means the work setting is not integrated.

Yes	No	Criteria
		<p>1. Setting Typically Found in the Community</p> <p>Is the work setting typically found in the community? Jobs in retail, food service, education, administration, and health care are examples of settings typically found in the community.</p> <p>The following are not considered integrated:</p> <ul style="list-style-type: none"> • Work settings such as sheltered workshops are established specifically for the purpose of employing individuals with disabilities and are not jobs typically found in the community. • A business, i.e. the employer of record, created solely for the purpose of hiring individuals with disabilities; a segregated work setting; and, a setting not found in the competitive labor market.

¹ 34 CFR 361.5(c)(9).

² The Vocational Rehabilitation Service Delivery teams must not apply the integrated settings criteria to the Business Enterprises Program for the Blind established pursuant to the federal Randolph-Sheppard Act and state law. As a form of self-employment and business ownership, vending facilities in this program are deemed to be in integrated settings and specifically within the definition of "employment outcome." (Preamble to Final Federal Regulations, 81 Fed. Reg., 55630, 55642)

Integrated Settings Checklist

Division:

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Yes	No	Criteria
		<p>2. Level of Interaction</p> <p>Is the employee with a disability interacting with coworkers without disabilities? Does this interaction occur to the same extent as for employees in comparable positions who do not have disabilities?</p> <ul style="list-style-type: none"> • Supervisors, job coaches, and job trainers are not “co-workers.” • Interaction must occur during the course of work, and not be isolated to lunch time or breaks. • According to the Rehabilitation Services Administration, <p>“Specifically, through application of the criteria, individuals with disabilities hired by community rehabilitation programs to perform work under service contracts, either alone, in mobile work crews, or in other group settings (e.g., landscaping or janitorial crews), whose interaction with persons without disabilities (other than their supervisors and services providers), while performing job responsibilities, is with persons working in or visiting the work locations, (and not with employees of the community rehabilitation programs without disabilities in similar positions) would not be performing work in an integrated setting.”³</p>
		<p>3. Work Unit and Work Site</p> <p>Is the employee interacting with employees without disabilities in their work unit and across the entire work site, as appropriate to the position?</p> <ul style="list-style-type: none"> • Work unit, depending on the organizational structure, is defined either as all employees in a particular job category or as a group of employees working together to accomplish tasks. • The work unit must consist of individuals with and without disabilities in order to be considered integrated. • Work site is defined as the location where the work takes place.

³ Federal Register/ Vol. 81, No. 161/Friday, August 19, 2016/ Rules and Regulations/ “Interaction During Performance of Job Duties / Page 55644

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Yes	No	Criteria
		<p data-bbox="289 310 980 348">4. Interaction in Non-Standard Settings</p> <p data-bbox="334 361 1422 485">If the employee's work setting is non-standard, does the individual interact with employees to the same extent as other employees in comparable positions?</p> <ul data-bbox="375 508 1516 863" style="list-style-type: none"><li data-bbox="375 508 1516 590">• Non-standard settings include telecommuting or working alone, in mobile or scattered locations, or in temporary employment.<li data-bbox="375 613 1516 863">• For example, Drew is a DOR consumer and is hired as a temporary consultant. Drew has little interaction with his coworkers without disabilities during his work day. This position is likely integrated because Maria, an individual without a disability, previously had the same job as Drew and also had little to no interaction with her coworkers throughout her work day.