



## **AMSI EOR1 – Inclusive Onboarding Responsibilities for Employers and Individuals with IDD**

First Draft Edition – 2025

---

### **Summary:**

Establishes shared onboarding responsibilities between employers and individuals with intellectual and developmental disabilities (IDD), distinguishing requirements for funded employment programs (e.g., ACCES-VR, OPWDD) and independent hires. Aligns with AMSI EVI1, SPG1, VRJ1, IEE1, ADA, and NYS Human Rights Law.

### **Key Points:**

- Defines key terms including pre-employment program, independent employment, inclusive orientation, and individual eligibility evaluation (IEE)
- Employers: Ensure accommodations, confidentiality, non-discriminatory practices, and job-specific training
- Individuals: Provide accurate information, disclose needs, and participate in orientation
- Funded employment: Specifies IEE, documentation, job coaching, and review requirements
- Independent employment: Restricts disability documentation requests unless accommodations are needed; performance monitoring based only on job duties
- Reinforces ADA, NYS Human Rights Law, NY Labor Law §201-b compliance

### **Request Full Publication:**

Free via the AMSI website's "Request a Standard or Send a Message" form.