

ADMINISTRATIVE POLICY

- 1 Persons served by OPTIONS will not be required to perform services for OPTIONS that result in economic benefit to the organization or contribute to its maintenance, nor will they be required to perform services in the production of products for sale

- 2 Persons served who work for OPTIONS will be compensated for their work at no less than minimum wage.
 - 2.1 OPTIONS does not participate in payment of sub-minimum wage.

 - 2.1 Persons may participate in a group Supported Employment or Day Program site with another provider, in which sub-minimum wages are paid.

 - 2.3 Any payment of sub-minimum wage must be part of the ISP and approved by the IDT.

- 3 Persons will provide informed consent for any and all work performed, including volunteer work.

- 4 Regular participation in home task activities will not be considered as work. Home task activities include, but are not limited to, the following shared duties:
 - 4.1 Meal planning, grocery shopping, food preparation, table setting, serving, dishwashing, etc.

 - 4.2 Household cleaning and laundry

 - 4.3 Light yard and household maintenance, including cleaning the vehicle.

 - 4.4 Shopping for general household items and personal clothing.

POLICY DATE: February 1996
REVISED: April 2004, August 2007, May 2012
REVIEWED: April 2014, August 2015, September 2016, October 2017
REVIEWED: October 2018
REVISED: May 2019
REVIEWED November 2019
REVISED: November 2020, January 2022
REVIEWED: March 2023, June 2024, May 2025