



## Essential Eligibility Criteria

The mission of BroadFutures is to celebrate neurodiversity by creating access, cultivating skills and revolutionizing the workplace for all. We envision an inclusive workplace where all people have an equal opportunity to thrive.

We serve neurodivergent young people who are highly motivated and actively seek internship opportunities to advance their professional futures. Our programs combine paid internships with comprehensive training and personalized mentoring, creating a supportive space where our participants can grow and access their potential.

The following are the **Essential Eligibility Criteria** for the BroadFutures programs. If there are any concerns about whether a potential applicant will meet these criteria, please reach out to Caitlin Garman, Director of Admissions and Outreach via email at [cgarman@broadfutures.org](mailto:cgarman@broadfutures.org) or by telephone at (202) 810-5971.

### **DC Internship Essential Eligibility Criteria:**

#### **Primary Biographical Requirements**

- Interns must be between the ages of 18 and 26.
- Interns must have a documented learning disability, ADHD, or Autism.
- Interns must possess a high school diploma or GED by the start of the program and have the cognitive ability to continue onto postsecondary education.
- Interns must be vaccinated against COVID- 19.

#### **Independence**

- Interns must be able to work a minimum of 20 hours per week at their internship site, independently, and without the assistance of a job coach.
- Interns must be able to transport themselves to and from BroadFutures training, program events, and internship sites.
- If interns are coming from out of state they must be able to live independently

#### **Behavior**

- Interns must be able and willing to contribute to a professional and safe learning and



working environment.

- Refrain from engaging in romantic and/or sexual relationships of any kind with other interns and staff in the program
- Follow the BroadFutures alcohol and drug policy while attending BroadFutures programming.
- Abide by the local laws of The DC Metropolitan area, including the District of Columbia, Maryland, and Virginia as well as national laws.
- Interns must be able to work respectfully as members of a team, without being rude or discriminatory in any way.
- Interns must be highly motivated and responsive to direction.

### Medication

- If taking prescription medications, interns must be able to maintain proper dosage by self-medicating without assistance from BroadFutures staff or others, except possibly in emergency situations. Interns must be also able to take charge of refilling and keeping their medications.
- Interns must be willing to disclose medications with BroadFutures staff to be kept for emergency records. Medications will be disclosed only with staff members and will not be disseminated **ONLY** in the event of a medical emergency.

### **National Internship Essential Eligibility Criteria:**

#### Primary Biographical Requirements

- Interns must be between the ages of 20 and 26.
- Interns must be enrolled in four-year colleges and universities, graduate schools, or recent graduates.
- Interns must identify as Neurodivergent (LD, ADHD, Autism, etc) .
- Interns must be vaccinated against COVID-19, if required by the employer host site.

#### Independence

- Interns must be able to work a minimum of 30 hours per week at their internship site, independently, without the assistance of a job coach.
- Interns must be able to transport themselves to and from their internship sites.
- If interns are coming from out of state they must be able to live independently.



### Behavior

- Interns must be able and willing to contribute to a professional and safe learning and working environment.
  - Refrain from engaging in romantic and/or sexual relationships of any kind with other interns and staff in the program
  - Follow the BroadFutures alcohol and drug policy while attending BroadFutures programming.
  - Abide by the local laws of The DC Metropolitan area, including the District of Columbia, Maryland, and Virginia as well as national laws.
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