

South Suburban Special Recreation Association – Diversity, Equity, and Inclusion Statement

South Suburban Special Recreation Association (SSSRA) fosters a workforce ethic that embraces diversity, equity and inclusion that enables all employees to thrive, and empower individuals with disabilities to succeed through diverse range of year-round recreational activities to experience active, healthy, and fulfilling lifestyles.

Definitions

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. We seek to proactively engage, understand, and draw on a variety of perspectives.

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value. We believe that no one person can or should be called upon to represent an entire community.

SSSRA is committed to:

- A workplace which is free from discrimination, harassment, and retaliation
- Treating employees fairly based on their merit, performance, and other lawful criteria
- Treating employees with dignity and mutual respect
- A workplace culture that is inclusive and embraces individual differences
- Promoting teamwork and employee participation, permitting the expression of various employee perspectives, and valuing the efforts of all contributors
- Equal employment opportunities based on ability, performance/merit, and potential
- Making all staff aware of their rights and responsibilities
- Attraction, retention, and development of a diverse range of talented, and committed people.

To achieve a diverse and inclusive environment, we support the following programs and practices:

Recruitment, Selection and Promotion

Equal opportunity is integral to the recruitment and selection practices at SSSRA and SSSRA engages in outreach efforts to various geographical areas, socio-economic areas, professional groups, and employment agencies and organizations to create and foster diverse applicant pools.

Compensation

Our compensation and role grading review processes actively consider equity in both grading and compensation.

Career Development and Performance

Our employees are encouraged to develop and progress their careers through opportunities that build on their skills, experience, and potential.

Succession Planning

SSSRA undertakes succession planning reviews annually with the objective of identifying high performing and high potential individuals across the agency.

Diversity and Respect in the Workplace

All employees are also expected to adhere to the agency core values and are required to complete diversity and anti-discrimination/harassment training on an annual basis. This training raises awareness and encourages behavior that supports a work environment free from discrimination, harassment and/or retaliation.

Cultural and Religious Diversity

Employees from different cultures and religions are welcomed and valued. Requests for reasonable accommodations for religion should be directed to the Executive Director.

Community Services and Outreach

In compliance with the Americans with Disabilities Act, SSSRA does not discriminate on the basis of disability in employment or admission/access to program and activities and makes reasonable accommodations for qualified individuals. Qualified individuals who can perform the essential functions of the job, with or without reasonable accommodation, are encouraged to apply to job openings for which they have interest. Individuals who meet the essential requirements of the program, with or without reasonable accommodations, are encouraged to register for programs for which they have interest.

A wide variety of programs are available to meet the varied needs and desires of individuals within and across disability groups. When reasonably possible, providing options is our goal, so patrons can choose between and among inclusion and Special Recreation program offerings such as adaptive sports, camps, social clubs, and Special Olympics programs.

Reporting Procedures and Failure to Comply

SSSRA will not tolerate discrimination against, harassment of, and/or retaliation towards SSSRA employees by anyone, including supervisors, managers, co-workers, board members, volunteers, parents, participants, independent contractors of SSSRA, or by other persons.

Any employee found to have engaged in practices or conduct constituting harassment, discrimination, or retaliation in violation of SRA policy shall be subject to disciplinary action, up to and including discharge.

An employee who believes that he or she has been subject to discrimination, harassment and/or retaliation should immediately report the complaint to his or her supervisor, any other manager or supervisor as outlined in the Non-Discrimination and Anti-Harassment Policy in the Employee Policy Manual, which more fully describes the complaint reporting procedure.

SSSRA prohibits retaliation against any individual who reports discrimination or harassment, participates in an investigation of such reports, or files a charge of discrimination or harassment. Retaliation against an individual for engaging in these protected activities is a serious violation that will result in disciplinary action up to and including discharge. As stated in Public Act 100-554, individuals reporting sexual harassment may also receive the protections of the Illinois Human Rights Act, the State Officials and Employees Ethics Act, and/or the Whistleblower Protection Act, as more fully outlined in the Non-Discrimination and Anti-Harassment.