



**MISERICORDIA**  
**HEART OF MERCY**

*Sharing life with individuals with  
intellectual and developmental disabilities  
through a full continuum of care.*

### **An Equal Opportunity Employer**

Misericordia strives to maximize the partnership between leadership and employees to optimize fairness, equality, opportunity and inclusiveness in the workplace. As essential contributors to Misericordia's success, and as members of the Misericordia community, we promote a culture that values diversity and fairness and empowers individuals to contribute to their fullest potential while providing quality of life through exceptional, compassionate care to those served.

Misericordia ensures equal employment opportunity without discrimination or harassment based on sex, race, color, religion, gender, ethnic or national origin, age, disability, pregnancy and marital status, sexual orientation, or veteran status, or any other characteristic protected under local, state or federal law. Further, Misericordia works to ensure that this policy is followed in all areas, including employment, compensation, training, promotion and all other benefits available to employees. If you have any questions about Misericordia's Equal Opportunity Policy, contact Human Resources. Misericordia will thoroughly and confidentially investigate any and all complaints.

In compliance with the Illinois Human Rights Act, employees are notified that they have rights under the IHRA, including the right to be free from unlawful discrimination and sexual harassment and the right to certain reasonable accommodations. Also, an individual who files a charge under the IHRA may now opt-out of the IDHR's administrative investigation process and proceed directly to Illinois state court. To exercise this provision, the employee must send notice of his or her intent to opt out of the IDHR investigation within 10 days of filing a charge. Once the employee's request is granted, he or she has 90 days to file suit in state court.