



Equal Opportunity Employment Policy



Skills for Chicago (Skills) provides equal opportunity in employment with Skills and/or an employer partner to all employees and applicants for employment regardless of race, color, creed, religion, disability, age, national origin, sex, gender identity, expression, marital status, sexual orientation, arrest record, or unfavorable discharge from military service or any other basis prohibited by law, or status with regard to public assistance, membership or activity in a local commission, or other legally protected status. Questions and inquiries about further details can be made to Skills' HR department at 312.906.7200.

ADA and Non-Discrimination Policy

Skills is committed to ensuring non-discrimination in all terms, conditions and privileges of employment with Skills or an employer partner. All employment practices and activities, conducted by Skills will be conducted on a non-discriminatory basis.

(Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position, not any disabling condition.)

Reasonable accommodations will be made available to applicants and employees with disabilities to perform the essential function of the job. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual. All employment decisions by employer partners are the sole decision of that corporation.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classifications, organizational structures, position descriptions, and lines of progression. Company and governmental mandated leaves of absence will be available to all employees on an equal basis.

Skills is also committed to not discriminating against any qualified applicant or employee because they are related to or associated with a person with a disability.

This practice is neither exhaustive nor exclusive. Skills is committed to taking other reasonable actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state and local laws.