

Excellence
It's how we work

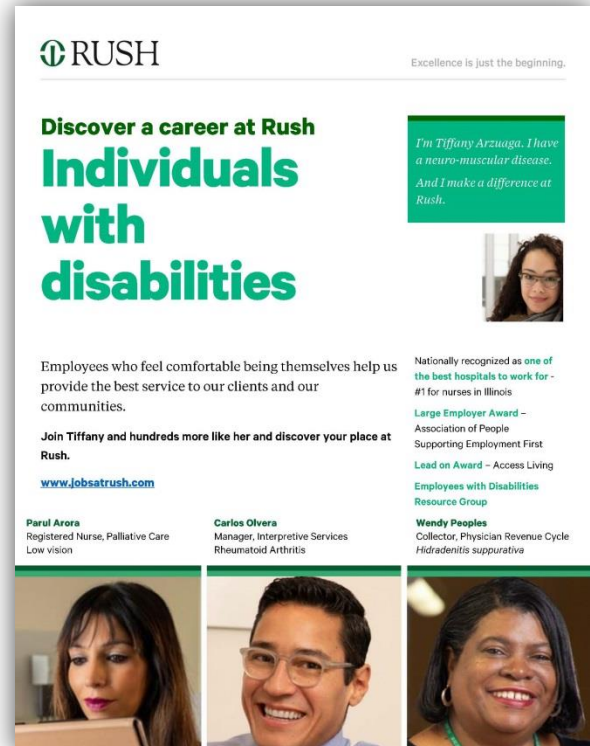


Individuals with Disabilities Recruitment

Rush's commitment to recruit and hire qualified individuals with physical, mental, and sensory disabilities/chronic health conditions serves its goal of having a diverse workforce that reflects the communities that Rush serves. Rush understands that its employees will provide the best services possible when they can bring their authentic selves to work and feel valued and supported.

To connect qualified job-seekers with disabilities with career opportunities at Rush, the Human Resources Recruitment team has a multi-pronged strategy:

- **Dedicated Disabilities Recruiter** – Rush has a Senior Talent Acquisition Consultant (also a person with disabilities) dedicated to recruiting qualified candidates with disabilities.
- **Employment Service Provider Outreach** – Rush works closely with public and private agencies that provide job development and placement services to people with disabilities, via outreach, job fairs and community events.
- **Targeted Recruitment Flyer** – A targeted flyer features photos of current Rush employees with disabilities and is used by all Rush representatives when participating in activities such as career fairs and community outreach events.
- **Dedicated Careers Page** – In 2019, Rush added a page to our Careers site, targeting job-seekers with disabilities: <https://www.rush.edu/careers/culture-inclusion/people-disabilities>



Disability Equality Index – “Best Place to Work for Disability Inclusion” Recognition

The DEI is a comprehensive annual benchmarking tool that allows organizations to self-report their disability inclusion policies and practices. This joint initiative of Disability:IN and the American Association of People with Disabilities objectively scores each organization on a scale from 0 to 100, with 100 representing the most inclusive. In 2019, its first year participating in the DEI, Rush was recognized as a Top-Scoring company, with a score of 80, a score it retained in 2020.

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Rush Disabilities Employee Resource Group

Launched in 2019, Rush's Disabilities ERG meets bimonthly and is open to all Rush employees, with and without physical/mental disabilities/chronic health conditions. The Disabilities ERG provides an opportunity for Rush employees to share ideas with one another, explore initiatives to make Rush an even better place to work, help with recruitment, and collaborate on volunteer activities. Recent activities include:

- Organizing a Disability Inclusion Lunch & Learn presentation on Invisible Disabilities in the Workplace, featuring 8 Rush employees with invisible disabilities
- Successfully advocating for Rush to purchase clear masks during the COVID-19 pandemic to improve accessibility for staff, students, patients and visitors with hearing loss
- Contact Kevin.Irvine@rush.edu for more information



Eight members of Rush's Disabilities Employee Resource Group attended the annual Disability:IN Conference, held in Chicago in July 2019, to accept Rush's award as a "Best Place to Work for Disability Inclusion."

Rush Americans with Disabilities Act Task Force

Founded in 1991, the Rush ADA Task Force develops and implements policies for people with disabilities and educates the Rush community about accommodating people with disabilities as employees, students, faculty members and patients. The task force is composed of high-level administrators, faculty and students.