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NICIL Team Members**Administrative Services*

Michele - Executive
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Amy Jo - Fiscal/
Operations
Bookkeeper

Marisa - Receptionist

**Direct Services*

Emily - Special Projects
Coordinator

Julie - Independent Living
Coordinator

Jessica - Home Services
Coordinator

Bethany - Program
Specialist

ADVOCACY CORNER

Were you aware that the Americans with Disabilities Act of 1990 (ADA) makes it unlawful to discriminate in employment against a qualified individual with a disability. All employers are covered by the ADA; the employee must be qualified to do the job.

However:

- This will not protect the employee if they are a bad employee.
- If the employee does not do the job required or if they do not let you know that they are going to be out because of an illness or doctor appointment.
- If the employee does not follow the company rules or break the law.

These types of infractions will get anyone fired.

Employees can ask for reasonable accommodations like:

- Providing or modifying equipment or devices
- Job restructuring; part-time or modified work schedules
- Reassignment to a vacant position
- Adjusting or modifying examination, training material, or policies
- Providing readers and interpreters
- Making the workplace readily accessible to and usable by people with disabilities.

An employer is required to provide reasonable accommodations to a qualified applicant or employee with a disability unless the employer can show the accommodation would be an undue hardship, that it would require significant expense or difficulty.

Right now is a good time for people with disabilities to get into the work force with low unemployment rates, employers have to broaden their job pool. Employers are finding that people with disabilities are good employees. Many employers are finding that having people that think outside of the norm help expand the way they do things and may help them find ways to do things better.

If you would like more information on Disabilities and the Work Place please call NICIL at 815-625-7860.

Advocacy is the act of supporting a cause to produce a desired change. We advocate because we feel strongly about a particular issue. One target of advocacy is government policy. You can influence government policy through effective communication with your elected officials, the media and other influential leaders.

MISSION STATEMENT

NICIL is committed to promoting and delivering the Independent Living Philosophy throughout Northwestern Illinois.

Our Pledge is to cordially assist all persons with disabilities in an efficient compassionate and compliant manner while seeking out agency growth opportunities.

FEATURED PARTNER

Goodwill
Northern Illinois



Goodwill Industries currently has a Supported Employment Program with openings in the Northern Illinois area. While employed in the program, participants will work a couple of hours a week in the store alongside a job coach. They also meet with the job coach 1 on 1 each week to work on their resume, interviewing skills, and apply for jobs in the community.

Requirements for this program are as follows:

- Must have a documented disability.
- Must be legally eligible to work in the U.S.
- Must be able to pass a drug test.
- Must pass a criminal background test.
- Must meet program requirements with or without reasonable accommodations.



As of right now, this program is limited to two stores in the northern area, Sterling and Rockford. Funding for this program is from the State of Illinois, Department of Human Services- Division of Rehabilitation Services.

For more information please call 815-965-3795 or visit www.goodwillni.org

HIRING A PERSON WITH A DISABILITY IS A PLUS

As an employer who is giving consideration to hiring people with disabilities, you may have come across questions about the **Americans with Disabilities Act**, about how to find qualified employees, about tax incentives, about communication, and about myths and facts about hiring people with disabilities.

Benefits and Opportunities for Employers Who Hire People with Disabilities

- By opening your job searches to qualified people with disabilities, you can gain access to a new and vital talented pool of workers
- A healthy workforce includes people with different abilities
- A diverse workforce gives you a competitive advantage by adding new ideas, viewpoints and approaches to solving your business challenges
- Your employees and customers appreciate diversity
- The average accommodation costs less than \$500
- Employing people with disabilities makes good business sense; it has a direct impact on your bottom line

People with disabilities are loyal customers to businesses who support them

We recommend that you examine your open employment opportunities and then examine the people with disabilities to determine if their abilities, not their disabilities, make them a good match for the job you need. Abilities, not disabilities, make a good employee. People with disabilities still have many abilities, and those abilities might make money for you and for them.

NICIL EMPLOYMENT

Employees with disabilities struggle in many areas while trying to gain employment, NICIL is able to help with the following:

- Writing a resume
- Preparing for an interview
- Create a skills inventory to accompany their resume



NICIL also has an in depth employment tool that NICIL Specialists can work through with people with disabilities, that covers all these topics and more.

For more information, contact NICIL at **815-625-7860** or frontdesk@nicil.org.

DIRECTORS PEN

I love my job at NICIL, each day I get to be part of a team who has the honor and privilege in helping change lives. Each and every day I have this blessing. That doesn't mean that it isn't without serious challenges, long hours, or barriers set by the very people we are working for and with. God didn't say it was going to be easy, but He did say it would be worth it, and it is!



As a person with multiple disabilities some days are challenging trying to navigate life with the issue of one or more of my disabilities. I will admit sometimes it is hard to be motivated to go to work through the pain. Over the years I have been very cautious about whether to disclose my disabilities to anyone including my employer. When I came to work for NICIL, I realized that I needed a workplace accommodation and would need to disclose. I filled out the accommodation form and waited for feedback wondering if this would be an issue, even though I know it legally would not be. What relief I felt when the accommodation form was approved. Why was I worried?

There is no reason to worry about work place accommodation or asking for them! Accommodations are meant to allow something to be put into place at the workplace to make your work time easier, in fact most employers encourage it! It means that you will be more productive if your environment is accommodated to your needs.

For those that desire returning to work or going to work for the first time: If you need an accommodation to ensure your workplace meets your needs, don't be afraid, it is easier than you think!

Want to talk about accommodations in the workplace with experts in this field?
Call the NICIL office, **815-625-7860**, and talk to one of our team members!

UPCOMING EVENTS

September						2018
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						



Office is Closed

October 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



Office is Closed

Peer Group!
1-3 p.m. @ NICIL
Sept. 11 & Oct. 9
All are welcome!



If you need us, we are here for you
Monday thru Thursday, 8 a.m. – 4:30 p.m.
815-625-7860 or frontdesk@nicil.org
After hours, Fridays, Saturdays and Sundays
Please call or text our after hours phone at **779-245-7045**.
NICIL is not an emergent agency, if you are needing emergent help
please dial 911.