



MISSION STATEMENT

The Shirley Ryan AbilityLab is dedicated to providing the highest-quality patient care with the best outcomes through integrated research, scientific discovery, and education.

VISION

To Advance Human Ability—to be the global source of science-driven breakthroughs in Human Ability.

EMPLOYEE RELATIONS PRINCIPLES FOUNDED ON THE SHIRLEY RYAN ABILITYLAB CODE OF CONDUCT

Shirley Ryan AbilityLab expects that its employees care for and respect people with disabilities, perform excellent work in an ethical manner, and strive for professional growth. Shirley Ryan AbilityLab, in turn, will strive to understand and respond to individual's concerns in a respectful manner.

The emphasis of this approach is on:

- Excellent, ethical work performance and behaviors
- Teamwork
- Employee involvement in matters that affect the individual and his/her work
- The concept that all members of the team share the responsibility to actively support the Mission of Shirley Ryan AbilityLab
- The belief that all members of the team want to contribute and share in the benefits of meaningful work

THE CODE OF CONDUCT

Since the basic premise for Shirley Ryan AbilityLab employee relations is mutual respect and trust among people who are dedicated, competent, and enthusiastic about working with people with disabilities, we subscribe to a code of conduct.

PRIMARY RULE OF CONDUCT: AS SHIRLEY RYAN ABILITYLAB STAFF MEMBERS, WE ARE HERE FOR OUR PATIENTS, THEIR FAMILIES, AND OUR COLLEAGUES. THEREFORE, OUR ACTIONS MUST DEMONSTRATE MUTUAL

If individual conduct is disrespectful or harmful to a patient, family member, colleague or Shirley Ryan AbilityLab, the supervisor will review the

incident with the individual involved. Pertinent facts and circumstances will be reviewed and if a problem does exist, coaching or counseling will be provided to help overcome or resolve the situation. The nature and extent of coaching or counseling will vary with the individual circumstances.