MISSION & RIGHTS OF OPPORTUNITY HOUSE

A. Mission: Opportunity House, Inc. is a non-profit, community sponsored, rehabilitation center serving persons with disabilities. Our mission is to help people with disabilities work, live in homes of their choice, and enjoy community life.

1. Purpose: Our purpose is to provide services to adults with disabilities, which help them, set, reach, and maintain their vocational, residential, social and recreational life goals. Services are provided to help individuals:
   a. Be competitively employed, or to have work opportunities in a setting structured to their individual needs.
   b. Live as independently as possible.
   c. Develop social and problem solving skills.
   d. Integrate into the community and participate in activities and events based on their choices and ability.

B. Rights of O.H.: We recognize and accept our responsibility to provide quality services to persons with disabilities. We are also responsible to various Federal, State, and local governmental bodies, local United Funds, and to the community in general for the programs we provide. To effect this responsibility, management retains the exclusive right to perform these and other functions:

1. To plan, direct, control, and evaluate operations.
2. To add, reduce, or discontinue programs or services.
3. To reorganize operations.
4. To establish, change, or eliminate rules, policies, and procedures.
5. To protect the rights of citizens with disabilities involved in Opportunity House programs.
6. To hire, transfer, promote, assign, supervise, discipline, and terminate personnel.
7. To establish and change employee job descriptions and job classifications.
8. To direct and schedule the work force, and to determine and change staff qualifications.
9. To introduce or improve methods of operations.
10. To increase or decrease staff positions and/or work hours.
11. To make decisions based on conformance with government legal requirements and regulations.