



**STAFF ATTORNEY  
CIVIL RIGHTS TEAM  
EQUIP FOR EQUALITY**

**ORGANIZATIONAL BACKGROUND**

For nearly 35 years, Equip for Equality has been advancing the human and civil rights of people with disabilities across Illinois. Among our many accomplishments, Equip for Equality has made Chicago public transportation more accessible, helped tens of thousands of people with disabilities move from institutions into the community, increased inclusive education and educational outcomes for students with disabilities, and enhanced safety and quality of care in a variety of settings. We have offices throughout Illinois.

Equip for Equality has three Programs: the Civil Rights Team, the Special Education Clinic, and the Abuse Investigation Unit. Equip for Equality has a dedicated staff of 59 attorneys, social workers, and administrative staff working every day to advance our mission. As we work to improve society's inclusion of individuals with disabilities, we also strive to be an inclusive, diverse, and welcoming workplace.

The Staff Attorney position is within the Civil Rights Team. The Civil Rights Team handles a wide range of legal issues impacting people with disabilities. These issues include: removing barriers to public accommodations and government services and programs; community integration to support individuals to live in the most integrated community setting; employment discrimination; transportation; the right to be free from abuse and neglect; individuals' legal rights in institutions and community settings; and self-determination and personal decision-making in the context of guardianship and other forms of substituted decision-making.

**JOB SUMMARY**

The Staff Attorney will perform duties within the Fundamental Rights Section of the Civil Rights Team. The attorney will represent people with disabilities in individual and potentially systemic matters to assist them in maintaining community integration and achieving community integration from institutional settings. The attorney will also represent people with disabilities in court proceedings to avoid guardianship, be restored from guardianship, or assist them in transferring guardianship from an inappropriate guardian. The attorney will further represent people to ensure that their legal rights in institutions and community settings are being

respected and ensure the individual is protected from abuse and neglect. Finally, the attorney will have intake responsibilities in these areas of our practice.

## **REQUIREMENTS AND PREFERRED EXPERIENCE**

The selected candidate must be a licensed attorney with 2+ years of litigation experience and a demonstrated commitment to civil rights. Strong oral and written communication skills are very important. The position is located in Chicago and will involve some travel, mainly in Northern Illinois. Experience representing people with disabilities or with disability issues generally is a plus.

Equip for Equality encourages qualified candidates of all background and identities to apply for this position.

## **APPLICATION DEADLINE, HOW TO APPLY, COMPENSATION AND BENEFITS**

Please submit resume and cover letter by August 12. Include salary expectations in cover letter. Salary is commensurate with experience and EFE offers excellent benefits.

Send resume and cover letter to:  
Megan Loutfi, Human Resources Manager  
Equip for Equality  
20 N. Michigan Ave., Ste. 300  
Chicago, IL 60602  
[meganl@equipforequality.org](mailto:meganl@equipforequality.org)  
fax 312-541-2378

Or apply online: <https://recruiting.paylocity.com/recruiting/jobs/Details/151956/Equip-for-Equality/Staff-Attorney-Civil-Rights-Team>

Resumes without cover letters will not be considered.

Because Equip for Equality is a community-serving organization and safety is of the utmost importance, Equip for Equality requires a background check for employees and others who volunteer or perform services for us depending on the role. The background check is run for employees once a conditional offer of employment has been extended. Background checks are conducted in accordance with all applicable laws, EFE's policy, and paid for by EFE.

### **Do you need a reasonable accommodation for our application process?**

Equip for Equality is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the application process, please contact Megan Loutfi at [MeganL@equipforequality.org](mailto:MeganL@equipforequality.org) or (312) 895-7333 and let her know the nature of your request and your contact information. Disability-related information that is disclosed via the application process will be kept confidential.

Learn more about EFE at <https://www.equipforequality.org/>

Equip for Equality is An Equal Opportunity Employer