

Linking Employment, Abilities and Potential (LEAP)

Guiding principal statement: Based on the fundamental values of responsibility, accountability, honesty, integrity, trust and respect, these guiding principles describe LEAP's philosophy and drive our conduct in order to be ethical and accountable in our operations, services and advocacy.

Mission Statement

LEAP's mission is to advance a society of equal opportunity for all persons, regardless of disability.

Vision Statement

LEAP envisions ...

- A society where living with a disability is viewed as a natural process of life, where individuals with disabilities have the opportunity to determine what quality of life means to them, and where people with disabilities are inspired to dream and excel beyond their imagination.
- A society which is free of discrimination, where people with disabilities have the same civil rights, opportunities, options and control over their life choices, and are accepted, respected, and supported when necessary.
- A community of shared responsibility where persons with disabilities and persons without acknowledged disabilities collectively work together through government, faith communities, and community-based organizations, to address the barriers still faced by persons with disabilities; creating an inclusive society where people with disabilities will live, work, learn, and recreate in communities of their choice with the supports and opportunities to participate as equal members.
- A community where LEAP is recognized by the public and policy makers as a leading organization for information, education, and advocacy for people with disabilities and a leading provider of high quality, innovative, community-based services to people with disabilities.

Values

Individually we uphold the values of ...

- Self-determination as exhibited by consumer choice and control.
- Autonomy & independence
- Individual & collective responsibility for the well-being of self and others.
- Dignity & respect
- Personal & systemic change

Collectively we uphold the values of...

- Inclusion by working actively to remove attitudinal, architectural, environmental, physical, and financial barriers in transportation, communications, education, housing and employment through the removal of barriers that exclude individuals from full participation.
- The uniqueness and giftedness of each individual as demonstrated by the belief that everyone can make a positive contribution to the whole.
- Justice & the pursuit of right relationships in community

- Political engagement through the democratic process to affect systemic change
- Organizationally we uphold the values of...*
- Consumer Directed Planning & Decision Making
 - Sensitivity to consumer need through a compassionate and just response to that need.
 - Peer Support
 - Excellence and Quality programming and service provision
 - Quality staff and volunteers
 - Integrity in our dealings with others and accountability for the responsibilities we have been given or have undertaken as an organization
 - Non-violence