



ACQUIRED IMMUNE DEFICIENCY SYNDROME POLICY

As your employer, we recognize that AIDS is caused by a virus called HIV (Human Immunodeficiency Virus), and this virus is life-threatening, like cancer or heart disease. Employees with HIV infection will be treated like those with other life-threatening illnesses.

Employees with HIV infection have the right to:

- Continue working as long as their condition permits.
- Receive the same benefits coverage as is accorded other employees.
- Be accorded complete confidentiality concerning their HIV status.
- A working environment free from discrimination or harassment.

Other employees have the right to:

- A safe and healthy working environment.
- Education on the subject of HIV infection.

We will make reasonable accommodations to the work schedule or duties of an employee with HIV infection when the employee's condition so requires.

We will undertake to:

- Avoid discrimination against any employee or client on the basis of HIV infection.
- Refraining from the use of testing to detect the presence of HIV when hiring, transferring or promoting employees.
- Refuse to tolerate discrimination or harassment of employees with HIV infection.
- Ensure that employees with HIV infection are given information on where they can access counseling and support.

- Make educational information on HIV infection available to all employees and where necessary to provide an educational program of the HIV infection.