

**P R O P O S E D**

<b>Alcohol, Drug Addiction and Mental Health Services Board for Montgomery County PERSONNEL POLICIES AND PROCEDURES</b>	<b>SECTION - III</b>
<b>PROCEDURE: Policy Statements</b>	<b>EFFECTIVE DATE: April 28, 2004</b>
<b>SUBJECT: HIV/AIDS</b>	<b>SUPERSEDES DATE:</b>

**POLICY:**

It is the policy of the ADAMHS Board to recognize that employees with Acquired Immunodeficiency Syndrome (AIDS) may wish to engage in as many of their normal pursuits as their condition allows, including work. As long as these employees are able to meet acceptable work performance standards, the ADAMHS Board will be sensitive to their conditions and ensure that they are treated consistently with other employees. At the same time, the ADAMHS Board has an obligation to provide a safe work environment for all employees.

**PROCEDURE:**

The ADAMHS Board shall:

1. NOT fail or refuse to hire, discharge any person, or otherwise discriminate against any person with respect to compensation, terms, conditions, benefits or privileges of employment on the basis of the fact that such person has the medical condition HIV, AIDS or Chronic Systems.
2. NOT limit, segregate or classify employees or applicants for employment in any manner which would deprive or tend to deprive any person of employment opportunities or adversely affect his or her employment status on the basis of the fact that such person has the medical condition HIV, AIDS, or Chronic Symptoms.
3. NOT fail or refuse to refer for employment any person or otherwise discriminate against any person on the basis of the fact that such person has the medical condition HIV, AIDS, or Chronic Symptoms.
4. NOT discriminate against any person for admission to or employment in any program established to provide apprenticeship or other training or retraining, including any on-the-job training program, on the basis of the fact that such person has the medical condition HIV, AIDS or Chronic Symptoms.
5. NOT require any employee, prospective employee, or applicant for employment to take any test or undergo any medical procedure designed to show or help show that a person has or may have HIV, AIDS or Chronic Symptoms.
6. NOT disclose information regarding an employee's health condition without specific written authorization.

# P R O P O S E D

Alcohol, Drug Addiction and Mental Health Services Board for Montgomery County PERSONNEL POLICIES AND PROCEDURES	SECTION - II
PROCEDURE: Policy Statements	EFFECTIVE DATE: April 28, 2004
SUBJECT: HIV/AIDS	SUPERSEDES DATE:

Section 504 of the Rehabilitation Act prohibits discrimination based on disability. In accordance with Section 504 Regulation, any current or prospective staff member who has reason to believe that he/she has been mistreated, denied employment or discriminated against because of a disability has the right to file a grievance. (Ref. Section VI, Employee Grievance Procedures)

ADAMHS Board Contact Person:  
Patty Stultz, EEO Officer  
ADAMHS Board for Montgomery County  
409 E. Monument Ave., Suite 102  
Dayton, OH 45402

Ohio Civil Rights Commission  
40 W. Fourth, Suite 1900  
Dayton, OH 45402

Equal Employment Opportunity Commission  
513-684-2851

## **DEFINITIONS:**

HIV Infection is the pathological state produced by a human body in response to the presence of HIV, but not necessarily evidenced by the presence of related symptoms.

AIDS disease occurs when an important part of the human immune system is destroyed by the action of a virus known as HIV. Signs and symptoms of this disease complex are manifested in the afflicted person by a series of opportunistic infections or malignant illnesses.

Chronic Symptoms is currently comprised of all disease states associated with HIV that are not stage 2 (asymptomatic) or end-stage (AIDS). It has been referred to as persistent generalized lymphadenopathy, AIDS-related complex, and the transition stage. It is characterized by the presence of chronic symptoms that do not resolve, are troublesome but not life-threatening, but may evolve into fatal forms which would then permit an end-stage, or AIDS, diagnosis.

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