



Employee name: \_\_\_\_\_

Division or program: \_\_\_\_\_

Social Model Recovery Systems, Inc. recognizes that Acquired Immune Deficiency Syndrome (AIDS) and persons with seropositive test results pose significant concerns for individuals in the workplace. Accordingly, the Agency has established these guidelines for handling issues that may arise when a staff member is affected by AIDS.

The Agency is committed to maintaining a safe and healthy work environment for all staff. Consistent with this commitment, the Agency will treat AIDS the same as other illnesses in terms of all employee policies and benefits, group health and life insurance, disability leaves of absence, and other disability benefits.

Based on overwhelming medical evidence and scientific opinion, including statements from the U.S. Public Health Service Centers for Disease Control, the AIDS virus is not casually transmitted in ordinary social or occupational settings or conditions. Therefore, subject to changes in available medical information, Agency staff with AIDS or any of its related conditions may continue to work as long as they are able. The Agency will provide AIDS-afflicted staff members with reasonable accommodations as long as they are medically able to perform the duties of their position. Co-workers may not refuse to work or withhold their services for fear of contracting AIDS by working with an AIDS-afflicted person, and may not harass or otherwise discriminate against an AIDS-afflicted staff member. Staff who engage in such behavior by refusing to work, or by harassing or otherwise discriminating against any AIDS-afflicted staff member will be subject to discipline.

The Agency will treat all medical information obtained from staff members with AIDS or any of its related conditions confidential, as required by law.

I certify that I have read and understand this statement and will comply with my obligations under these policies.

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Employee signature

Date