

HIV/AIDS POLICY

The purpose of this policy is to provide guidance for dealing with work situations involving employees who have, or are perceived to be at risk of acquiring, any of the following:

- Acquired Immune Deficiency Syndrome (AIDS)
- Human Immunodeficiency Virus (HIV) Infection, or
- HIV-related illness as defined by the Connecticut General Statutes Section 19a-581.

The term HIV/AIDS, as used in this policy, should be understood as encompassing all of the above.

The Police Officer Standards and Training Council (POSTC) recognizes its obligation to provide a safe and healthy work environment and to ensure nondiscriminatory treatment of employees. It is our policy that individuals with HIV/AIDS will be treated with the same compassion and consideration given to any employee with a health problem. No person will be treated differently in the workplace as a result of having or being perceived as having HIV/AIDS.

Employees are expected to work with co-workers and any other individuals who have HIV/AIDS. It is important to note that, according to the U. S. Center for Disease Control, there is no risk of an individual becoming infected with AIDS in a workplace such as POSTC. Managers and supervisors should be sensitive to employee concerns about the transmission of HIV/AIDS in the workplace and assist in providing educational resources regarding this subject. Any employee, however, who has unwarranted fears of exposure to HIV/AIDS in the workplace will not be allowed to refuse to work with anyone with HIV/AIDS.

It is unacceptable for any employee to start or spread rumors regarding situations involving HIV/AIDS that may affect the privacy, dignity and well-being of others. Behavior of this nature will not be tolerated at the Police Officer Standards and Training Council.

Present or prospective employees will not be required to submit to a HIV-related test for the purpose of assessing their ability for employment or continued employment. Any employee with HIV/AIDS has the right to continue working as long as job duties can be performed satisfactorily. Under the guidelines of the Americans with Disabilities Act of 1990, managers and supervisors will make reasonable accommodations in job assignments, as necessary, for HIV/AIDS affected employees.

This policy is intended to be consistent with the Connecticut HIV/AIDS Testing and Confidentiality Law of 1989, C.G.S. §19a-585 through §19a-592, inclusive. The identity of any employee with HIV/AIDS will remain confidential. HIV/AIDS related information cannot be disclosed without the written consent of the employee.

If any HIV/AIDS-related information (i.e. HIV counseling and testing or AIDS-related information, records or diagnosis) concerning an employee is received at the Police Officer Standards and Training Council, these records will be maintained in the Personnel Unit in a secure area, apart from the employee's personnel file.

Disclosure of such information will be made only with the explicit authorization of the individual employee. Any unauthorized disclosure by an employee may result in disciplinary action consistent with collective bargaining agreements and State law and regulations.

I have designated Rochelle Wyler as the contact person for the Police Officer Standards and Training Council for any questions concerning the HIV/AIDS Policy. She may be reached at (203) 427-2607 at 285 Preston Avenue, Meriden, CT 06450-4891.

The HIV/AIDS Policy must be visibly posted in all work locations and distributed to all employees. Each employee is expected to review this policy and be familiar with it.

Thomas E. Flaherty, Executive Director
Police Officer Standards and Training Council

Date