

THE MILITARY DEPARTMENT HIV / AIDS POLICY

PURPOSE:

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

- Human Immune Deficiency Virus (HIV) Infection or a related condition.
- Acquired Immune Deficiency Syndrome (AIDS)

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

NON-DISCRIMINATION:

The Military Department recognizes its obligation to provide a safe and healthy work environment and to assure fair, non-discriminatory treatment of all employees. Therefore, it is the policy of the agency and the Americans with Disabilities Act (ADA) that individuals with HIV / AIDS be treated with the same compassion and consideration given to any other employee with a health problem or an ADA recognized disease. No person will be treated differently in the workplace as a result of having or being perceived as having HIV / AIDS.

Present or prospective employees will not be tested for the presence of the HIV antibodies in the blood for the purpose of assessing their ability to be employed or continue to be employed at the Military Department.

INFORMATION AND EDUCATION:

Efforts will be made to offer to all Military Department employees' information about HIV / AIDS which is comprehensive, factual, understandable, direct, age and group appropriate, culturally sensitive and linguistically appropriate. Other HIV / AIDS education will be provided to Military Department employees as appropriate. This information and education can assist employees in lowering their personal risk of becoming infected with HIV. It is also designed to reduce prejudice and discrimination against persons with or perceived to have HIV / AIDS.

It is important to remember that, according to the U.S. Centers for Disease Control, there is no risk of an individual becoming infected with HIV in a workplace such as the Military Department's. Thus, Military Department employees are expected to work with co-workers and any other individuals who have HIV / AIDS. Managers and supervisors should be sensitive to employee concerns about the transmission of HIV in the workplace and assist in informing and educating employees who still have unwarranted fears of exposure to the virus in the workplace will not be allowed to refuse to work with anyone with HIV / AIDS.

A Military Department employee with HIV / AIDS can continue to work as long as he or she can perform job duties satisfactorily. Managers and supervisors will make reasonable accommodations per the HIV / AIDS protocol. This protocol adheres to strict confidentiality practices.

CONFIDENTIALITY:

The identity of Military Department employees who have chosen to disclose their HIV / AIDS status will remain confidential, per confidentiality protocol.

If any HIV / AIDS or ADA related information about a Military Department employee is received at the Military Department, such information will be maintained by the Military Department's Affirmative Action Officer in a locked file cabinet, apart from the employee's personnel file.

Disclosure of such information will be made only with the written authorization of the individual employee. Any and all unauthorized disclosure of such information by any Military Department employee will result in appropriate disciplinary action.

This policy is intended to be consistent with the Connecticut AIDS Testing and Confidentiality Law of 1989.

CONTACT PERSON:

The Military Department's Affirmative Action Officer, Penny Potter, is designated as the contact person in the agency for all questions concerning this HIV / AIDS policy. Ms. Potter will consult, as necessary, on issues or questions concerning workplace safety and HIV / AIDS with the AIDS section of the State Department of Health and Addiction Services.