

MARKLUND
HUMAN RESOURCES POLICY AND PROCEDURE

POLICY NO: 3.3.4 **PAGE: 1 OF 1**

SUBJECT: AIDS/HIV INFECTION IN THE WORKPLACE

DEPARTMENTS AFFECTED: ALL

APPROVED BY:

ISSUE/REVISION DATE: 12/31/91, 6/11/98

EFFECTIVE DATE: 4/1/91

PURPOSE: To clarify the Agency's Human Resources policy regarding employees with AIDS/HIV infection.

POLICY: Marklund's employees with AIDS/HIV infection will be permitted to work provided that:

- A. The employee is free from any other infection or illness for which restriction is indicated.
- B. Evaluations of the employee's ability to work will be made on an ongoing basis by the employee's physician.
- C. If the employee wishes counseling regarding coping with the disease, it shall be provided through the Employee Assistance Program.