



## **Statement on AIDS**

It is the policy of the Ohio EPA to treat AIDS and HIV infection as disabilities in accordance with our policy on Equal Employment Opportunity (EEO) and the requirements of the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973.

AIDS does not present a risk to the health or safety of co-workers or customers. On the basis of current medical and scientific evidence, Ohio EPA recognizes that AIDS is a life-threatening illness that is not transmitted through casual personal contact under normal working conditions.

An employee's health condition is private and confidential. An employee with AIDS or HIV infection is under no obligation to disclose his or her condition to a manager or any other employee of the Company. Managers are expected to take careful precautions to protect the confidentiality of information regarding any employee's health condition, including an employee with AIDS or HIV infection.

An employee with AIDS or HIV infection is expected to meet the same performance requirements applicable to other employees, with reasonable accommodation if necessary. If an employee becomes disabled, Ohio EPA will make reasonable accommodation, as with any other employee with a disability, to enable the employee to meet established performance criteria. Reasonable accommodation may include, but is not limited to, flexible or part-time work schedules, leave of absence, work restructuring or job reassignment.

All personnel of this agency will be expected to adhere to all policies and procedures pertaining to equal employment opportunity. All personnel of this agency are asked to assist in our efforts to achieve equal employment opportunity.