

XXVI. COMMUNICABLE AND LIFE-THREATENING ILLNESS POLICY

AURA is committed to providing a safe and healthy work environment.

AURA recognizes that employees with communicable or life threatening illnesses, including but not limited to tuberculosis, hepatitis, SARS, cancer, heart disease, HIV/AIDS, may wish to continue working for as long as their condition allows, providing the employee's condition does not pose a threat to the health of other employee's

A. POLICY

As with any illness or disability, employees are permitted to continue to work so long as acceptable performance standards are met and medical evidence indicates that their illness is not a threat to others. Such persons will be treated consistently with other employees. If an employee with a life-threatening illness requests a job accommodation for his or her medical condition, the employee will present to the Human Resources Manager a written medical opinion from the employee's attending physical that he or she:

- 1) is medically able to work.
- 2) needs reasonable accommodation
- 3) that the employee's continued presence at work poses no threat of harm to the employee or his or her fellow co-workers and visitors. AURA may request a second opinion by a medical doctor of its choice.

When a supervisor or manager receives information that an employee has or is suspected of having a life-threatening illness, the Human Resource Manager must be notified immediately.

Any employee diagnosed with a communicable or life-threatening illness is entitled, as is any other employee, to confidentiality of information regarding his or her medical condition and records. All precautions to protect such information will be taken.

Employees who feel threatened by a co-worker's life-threatening illness will be provided the opportunity to transfer or apply for another position if such an opportunity exists. No other accommodation will be provided so long as medical advice indicated the work environment is a safe one. Education will be provided to members of such a work group as necessary.

B. THE HUMAN RESOURCE MANAGER WILL:

1. Act as the coordinator in seeking advice from the medical profession regarding continuation/curtailment of employment for the afflicted employee, and will take appropriate action to protect the health of others;
2. Provide employees with education and information on terminal and communicable diseases, as needed;

3. Assist in providing reasonable accommodations for afflicted employees to include, but not limited to transfer, job modifications, and other employment action if such opportunity exists;
4. Consult with the affected employee to assist the employee in managing medical, dental, leave and other benefits.

An employee with a life-threatening illness will be encouraged to seek assistance from established community support groups for medical treatment and counseling services.