

HIV/AIDS in the Workplace		COO Approval Date	
		COO Signature	
		BOARD Approval Date	
Author	Grace Austin	CEO Approval Date	
Owner	Grace Austin	CEO Signature	
Owner-Title/Dept	Head of Finance & Administration	Version #	First Read 1.29.20
Regulatory Compliance	Americans with Disabilities Act of 1990, as amended Federal Rehabilitation Act of 1973, as amended Connecticut Fair Employment Practices Act	Regulation #	

Scope/Applicability

Health Information Alliance, Inc. does not discriminate in any way against employees or candidates for employment that have contracted AIDS or are HIV positive.

This policy applies to all employees, contracted employees, volunteers, and interns of HIA, Inc.

Policy Statement

Federal and state law prohibits discrimination against persons as a result of a physical disability. The law has been interpreted to extend the definition of a physical disability to persons who have acquired infection with HIV/AIDS. HIA, Inc. believes that this position is correct not only from a legal standpoint; it is also a humane position and one which HIA, Inc. pursues vigorously.

Evaluation/Review

The overall performance of the organization in meeting the objectives of this policy is assessed annually by the Chief Financial Officer. The evaluation consists of review of this policy annually, revising and updating as needed.

