



King County Executive
TIM HILL

400 King County Courthouse
516 Third Avenue
Seattle, Washington 98104

(206) 344-4040

Raw 2/2/88

January 4, 1988

RE: AIDS Policy

Dear County Employee:

AIDS is the most dramatic public health problem we face today. A misunderstanding of Acquired Immune Deficiency Syndrome (AIDS) has created a climate of fear. In order to counteract that climate of fear among County employees, I asked a Task Force to develop an employee AIDS policy and, on November 12, 1987, I issued the enclosed policy statement.

The County is committed to providing a safe workplace for its employees and protecting all employees' civil rights. The County considers AIDS and AIDS-Related Complex (ARC) to be handicaps, and Federal, State and local laws prohibit discrimination against employees with handicaps. The law also protects those employees who test positive for the AIDS virus antibody or who are members of one of the high risk groups.

County department directors are responsible for compliance with all equal employment opportunity laws and must ensure that discriminatory actions are not taken against employees. Department directors must make the same kinds of accommodations for employees with AIDS or ARC as they make for those with other handicaps.

Although there is firm evidence the AIDS virus cannot be transmitted through normal contacts in the workplace, some employees nevertheless are concerned. To address those concerns and to assist departments and divisions in implementing the employee AIDS policy, a significant amount of training will take place. I am requiring each department director to either attend or to designate at least one staff member to receive mandatory training on AIDS health and policy issues. A series of voluntary training sessions for all interested employees will be arranged and I am encouraging department directors to provide release time for employees who want to attend.

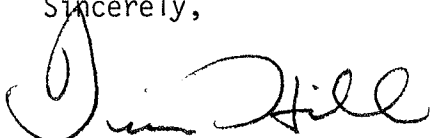
I have recognized the County's responsibility to provide a safe workplace for all and to protect employees' rights by issuing this employee AIDS policy and requiring department staff to be trained in how to implement it. I am also reminding all County employees that, because AIDS is a handicap, to discriminate against or harass another employee on the basis of AIDS or a belief about AIDS is illegal. Refusing to work with protected individuals will be considered insubordination and will subject an employee to discipline.

County Employee
January 4, 1988
Page Two

Please take a few minutes to read the enclosed brochure. It will answer many of your questions about AIDS. It highlights the fact that AIDS cannot be transmitted through casual contact. If you still have questions after you read the brochure, call the AIDS Hotline in the Health Department, 587-4999. Your call will be treated confidentially.

Until there is a treatment or cure for this disease, we must all work together now to ensure that persons with AIDS are treated with dignity and respect. I thank you for your understanding and compliance with this policy.

Sincerely,

A handwritten signature in cursive script that reads "Tim Hill". The signature is written in dark ink and is positioned to the left of the typed name.

Tim Hill
King County Executive

Enclosure

L.AP



King County
Administrative Policies and Procedures

Executive Orders,
Policies & Procedures

Title		Document Code No
Executive Order King County Employee AIDS Protocol		PER 22-1(A-E0)
Department/Issuing Agency		Effective Date
Office of the Executive		11/12/87
Approved	<i>Din Hill</i>	

This Order affirms each King County employee's right to be free from discrimination in County employment on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental, or physical handicap.


Whereas, King County Code 12.18.020 provides that King County employees have the right to be free from discrimination; and

Whereas, King County recognizes that persons who have or are perceived by others to have Acquired Immune Deficiency Syndrome (AIDS) or AIDS-Related Complex (ARC) and those who have tested positive for the AIDS virus antibody or who are members of one of the high risk groups are included in the protection of certain federal, state, and local laws prohibiting discrimination in employment, and

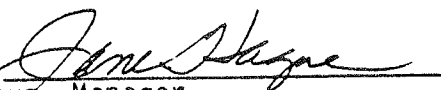
Whereas, Acquired Immune Deficiency Syndrome is a medical condition considered a disability under the Washington State Law Against Discrimination, RCW 49.60;

NOW, THEREFORE, I, Tim Hill, King County Executive, do order that every King County employee has the right to be free from discrimination in King County employment on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental, or physical handicap. King County recognizes that every person who has or is perceived by others to have Acquired Immune Deficiency Syndrome (AIDS) or AIDS-Related Complex (ARC) and those who have tested positive for the AIDS virus antibody or who are members of any of the high risk groups are included in the protections of certain federal, state and local laws prohibiting discrimination in employment. Department directors shall be responsible for implementing this Order. The King County Affirmative Action Office will be responsible for handling complaints.

Dated this 16th day of November, 1987.



Tim Hill
King County Executive

Attest: 
Jane Hague Manager
Division of Records and Elections
Department of Executive Administration