

# 4114.1

■ POLICY

□ GUIDELINE

## PERSONNEL

### **AIDS**

The Diocese of Columbus recognizes that AIDS (Acquired Immune Deficiency Syndrome) and/or symptomatic or asymptomatic infection with the human immuno-deficiency virus (HIV) is a life-threatening disease and a major health issue. The epidemic proportions of this disease prompted the Diocese of Columbus to adopt a policy which seeks protection of the rights and welfare of parish employees.

### **ATTENDANCE AND EMPLOYMENT**

In keeping with the recommendations of the surgeon general's report and with other diocesan policies regarding participation in our parishes by those who have handicapping conditions, each case of a staff member with HIV or AIDS shall be dealt with individually. Staff who are diagnosed as having HIV or AIDS shall remain in their jobs and perform their essential responsibilities as their illness allows.

### **CONFIDENTIALITY**

The diocese recognizes the dignity and rights of all employees and is sensitive and responsive to the concerns of those who have HIV or AIDS. Information concerning the health of any employee with HIV or AIDS shall be treated as confidential.

# 4114.1 (Cont'd)

## PERSONNEL

### **PROCEDURE**

When an employee discloses to the catechetical leader that he/she has AIDS, the following shall occur:

1. The pastor will be notified.
2. The employee's physician will recommend whether the employee's medical condition will allow the employee to remain at work based on the essential functions in the employee's job description.
3. If the employee's physician determines that the employee should not continue with employment duties, the employee may utilize whatever leave and/or other benefits are available.
4. If the employee's physician determines that, based on medical evidence, attendance at work is viable, the employee's physician communicates that determination to the pastor.
5. The employee's immediate supervisor, the employee's physician and the local health department will work together to monitor the employee and keep the pastor informed of any changes.

Parishes in the Diocese of Columbus shall follow the most current Ohio Department of Health recommended procedures in regard to HIV/AIDS and the handling of bodily fluids in parish facilities.

**Office of Religious Education and Catechesis**  
**Catholic Diocese of Columbus**

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