



MASON COUNTY FIRE DISTRICT #4

TITLE: LIFE THREATENING ILLNESS

CHAPTER: 2000 NUMBER: 2230 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

The Fire District recognizes that members with a life threatening illness such as HIV/AIDS, cancer, etc., may wish to continue their employment or service and, in fact, that continued employment or service may be therapeutically important to their recovery process. The District also recognizes that it must satisfy its legal obligation to provide a safe work environment for all members and other visitors to our premises. As long as members who have an illness are able to maintain acceptable performance standards in accordance with established District policies and procedures, and the weight of medical evidence or Board of Health rules and regulations continues to indicate that the illness cannot be transmitted by casual workplace contact, members with life threatening illnesses will be permitted to continue to work.

The District treats 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.

The Fire District recognizes that a supportive and caring response from management and members is an important factor in maintaining the quality of life for an employee with a life-threatening illness. Managers should be sensitive to the special needs of employees and assist them by demonstrating personal support and arranging for benefits counseling as necessary.

A member's health condition is private and confidential. A member with a life threatening illness is under no obligation to disclose his or her condition to their supervisor or any other member of the District, unless they desire an accommodation. Supervisors are expected to take careful precautions to protect the confidentiality of information regarding any employee's health condition, including a member with AIDS or HIV infection, or with a life threatening illness.

The determination of member's ability to continue employment or services will be made with respect to the following considerations:

In determining such a member's ability to continue in employment or service, the District will consider making reasonable accommodations to the member's condition, consistent with applicable federal, state, and local laws.



MASON COUNTY FIRE DISTRICT #4

If you have a life threatening illness, please contact the Fire Chief. The District will provide you with information about the illness and about programs that are available to assist you and your family. Further, the District will take all reasonable precautions, to the maximum extent possible, to ensure that the information about your condition remains confidential.

The District will also determine what information should be obtained from your physician so that the District can explore the types of possible reasonable accommodations that may be recommended for you, consistent with the business needs of the District, established policy, and applicable federal, state, and local laws.