

OREGON STATE HOSPITAL

PORTLAND – SALEM

POLICIES AND PROCEDURES

EXECUTIVE SUMMARY

POINT PERSON: BILLY MARTIN, DIRECTOR OF HUMAN RESOURCES DATE: 3/16/2012

OSH POLICY NUMBER & TITLE: 5.007, THE EMPLOYEE WITH HIV INFECTION, PERSONNEL ISSUES

PURPOSE OF THIS POLICY:

Oregon state government follows the clear mandate in state law and the Americans with Disabilities Act (ADA) of 1990, as amended by the ADA Amendments Act of 2008, to remove barriers that prevent qualified people with disabilities from enjoying the same employment opportunities that are available to people without disabilities. Oregon state government provides equal access and equal opportunity in employment. Its agencies do not discriminate based on disability. Oregon state government uses only job-related standards, criteria, and methods of administration that are consistent with business necessity. These standards, criteria and methods do not discriminate or perpetuate discrimination based on disability. According to OAR 105-040-0001 Equal Employment Opportunity and Affirmative Action, Oregon state government takes positive steps to recruit, hire, train, and provide reasonable accommodation to applicants and employees with disabilities.

SUBSTANTIAL CONTENT CHANGES (EXCLUDING “HOUSEKEEPING” CHANGES):

Removed the OSH Policy and Adopted the DAS Statewide Policy 50.020.10, ADA and Reasonable Accommodation in Employment.

REFERENCE CHANGES (ORS, OAR, TJC, CMS, OTHER):

N/A

LOCATION OF POLICY:

Section 5, Human Resource Management

DAS Human Resources Services Division Policy Web Page
<http://oregon.gov/DAS/HR/docs/advice/P5002010.pdf>