

WELLS RURAL ELECTRIC COMPANY

Adopted: March 24, 1989

Reviewed: August 21, 1998

Revisions: August 21, 1998

POLICY 7-10

ANTI-DISCRIMINATION POLICY REGARDING ACQUIRED IMMUNE DEFICIENCY
SYNDROME (AIDS)

I. OBJECTIVES

To ensure that all individuals, including those who have been exposed to the AIDS virus or suffer from its complications, are provided with fair and equal employment opportunities, as well as a safe working environment.

II. POLICY

- A. The company pledges its best efforts to remain abreast of the latest knowledge regarding AIDS. This policy has been considered and adopted in accordance with the current consensus of the medical and scientific community that the disease cannot be transmitted by the casual body contact typical of the workplace.
- B. Should it ever appear that the implementation of this policy may present a danger to our employees, the company shall make appropriate revisions.
- C. The company shall not discriminate against employees or applicants who have AIDS, are suspected of having the AIDS virus, or who have been exposed to the AIDS virus. The company shall hire and continue to employ such persons as long as they are qualified to perform their job in accordance with company standards.
- D. The company shall not require mandatory testing for the presence of the AIDS virus under any circumstances.
- E. Each employee or applicant who believes that he or she may have been exposed to the AIDS virus is encouraged to submit to voluntary testing to determine whether the virus is present. An individual who received positive test results is encouraged, but not required, to consult with the designated management representative regarding his or her condition.
- F. The company shall exercise its best efforts on behalf of individuals with the virus to assist him/her in obtaining all benefits to which he/she may lawfully be entitled under any group health, disability or life insurance plan provided by the company for the benefit of its employees.

- G. The company shall make reasonable efforts to accommodate an afflicted individual in the performance of his or her duties in order to maximize that individual's employment opportunities, while at the same time preserving the safety and morale of all employees.
- H. The company will maintain the confidentiality of any information provided to it regarding an employee or applicant who knows or believes he or she may have been exposed to the AIDS virus. This information may only be disclosed to the designated management representative.
- I. In the event that an employee or applicant discloses that he or she has been exposed to the AIDS virus to his or her immediate supervisor, such information shall be provided directly to the management representative.
- J. Any further disclosure of statements or documents relating to the individual's condition by the supervisor or any other party receiving such information shall be a violation of company policy.
- K. Any employee or applicant having questions about this policy or wishing to review the medical or scientific information on which it is based should contact the management representative.

III. RESPONSIBILITY

It shall be the responsibility of the chief executive officer to see that this policy is adhered to, and to designate a management representative responsible for working with AIDS patients and rendering decisions concerning the accommodation of such individuals.