

Warren-Newport Public Library District **Staff Manual**

115 Serious Illnesses in the Workplace

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An employee with a serious illness, such as cancer, heart disease, or AIDS, may wish to continue his or her normal pursuits, including work, to the extent allowed by his or her medical condition. The Warren-Newport Public Library District (WNPLD) supports such endeavors as long as the employee is able to meet acceptable standards of performance. As is the case with any disability, WNPLD will make reasonable accommodations in accordance with all legal requirements in order to allow qualified employees with serious illnesses to perform the essential functions of their jobs.

Medical information on individual employees is considered confidential, and WNPLD will protect such information from inappropriate disclosure. Managers and other employees have a responsibility to respect and maintain the confidentiality of employee medical information. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment.

Employees with questions or concerns about serious illnesses are encouraged to contact the Human Resources Associate for information and referral to appropriate services and resources.