



BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 8/19/2024

*= Mandatory, information must be provided

Click or tap the boxes to enter text. If not applicable, indicate "N/A".

***Title:**

Repeal of Board of Supervisors (BOS) Policy 30.1, Acquired Immune Deficiency Syndrome (AIDS)

***Introduction/Background:**

Administrative Procedure (AP) 30-14, Acquired Immune Deficiency Syndrome (AIDS) was repealed in July 2024. The BOS Policy 30.1 mirrors the Administrative Procedure, necessitating repeal, which requires Board of Supervisor approval.

***Discussion:**

BOS Policy 30.1 established in 1992, outlined rights and responsibilities of employees and clients/patients served, as required by OSHA regulations and was scheduled to sunset by June 30, 1995. OSHA requirements have changed and prohibitions against discrimination have been codified in other County policy and updated federal laws (see, e.g., Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and Section 1557 of the Affordable Care Act). After review by Human Resources and the Health Department, the needs identified in this policy are covered in other County policy (AP 30-16, Bloodborne Pathogen Exposure Control Plan, BOS D 21.3, Prevention of Workplace Harassment), which are in line with current local, state and federal policies. This specific standalone policy is duplicative to other County policies and no longer required.

***Conclusion:**

BOS Policy 30.1 is no longer necessary given other current policy updates.

***Recommendation:**

Staff recommend repeal of BOS Policy 30.1.

***Fiscal Impact:**

N/A

***Board of Supervisor District:**

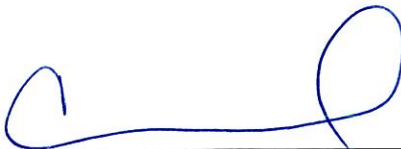
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Department: Human Resources

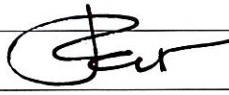
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Department Director Signature:  Date: 7/30/2024

Deputy County Administrator Signature: _____ Date: _____

County Administrator Signature:  Date: 8/1/2024

Date: August 1, 2024

To: Jan Leshar
County Administrator

From: Cathy Bohland, Director
Human Resources

Re: Request to Repeal Board Policy 30.1 related to Acquired Immune Deficiency Syndrome

On July 16, 2024, you approved the repeal of Administrative Procedure (AP) 30-14, *Acquired Immune Deficiency Syndrome (AIDS)*, due to its duplicative nature and redundancy with other County policies and federal protections.

This AP ties directly to Board of Supervisors (BOS) Policy 30.1, *Acquired Immune Deficiency Syndrome (AIDS)*. This policy was originally created in 1992 to comply with Occupational Safety and Health Administration (OSHA) regulations and to afford employees and County clients protection from discrimination related to their HIV-status. It has not been updated since then. In fact, this policy has a sunset provision stating that the policy will be reviewed by June 30, 1995.

Since the OSHA requirement for an Exposure Control Plan for Human Immunodeficiency Virus (HIV) is met by Administrative Procedure 30-16, *Bloodborne Pathogen Exposure Control Plan*, which provides a robust Exposure Control Plan and prohibitions against discrimination have been updated under County policies and federal laws, it is Human Resources' recommendation that BOS Policy 30.1 be repealed, effective immediately.

Approved Not Approved



Jan Leshar, County Administrator



Date

c: Dr. Francisco Garcia, Deputy County Administrator
Melissa Manriquez, Pima County Clerk of the Board
Dr. Terry Cullen, Pima County Health Department Director