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The Department of Public Safety strives to provide a safe and healthy work environment for its employees and the general public. There are certain items related to safety and health that every employees needs to be aware of.

WORKPLACE SAFETY

- ▣ If you know of any unsafe working conditions contact your supervisor or agency safety and health coordinator immediately.
- ▣ Inform your supervisor immediately about every accident, injury, or near miss incident on the job.
- ▣ Certain jobs require protective equipment. Your supervisor will follow up with you regarding this and any other required safety training.

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The protection of our fellow state employees and the public on state property is a responsibility we all share. If you know of any unsafe working conditions or improperly operating equipment that could result in an accident, injury, illness or property loss, contact your supervisor or agency safety and health coordinator immediately. Inform your supervisor immediately about every accident, injury, or near miss incident on the job.

For certain jobs, personal protective equipment must be worn. A hazard assessment of the workplace and of job duties will identify these positions and the types of personal protective equipment required. If you are required to use personal protective equipment, your supervisor will discuss its proper use, care, maintenance and storage.

HIV/AIDS

- ▣ HIV and AIDS are considered disabilities under the Americans with Disability Act.
- ▣ The state recognizes the rights and concerns of employees who may be infected with HIV or AIDS. It wants to ensure that all employees receive confidential, fair and equal treatment
- ▣ DPS does not discriminate against applicants or employees who have or are suspected of having the HIV virus or AIDS.
- ▣ Managers will respond to employees concerned about their own safety.

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Another work environment issue is AIDS. There is concern for employees who may be exposed as a part of their job responsibilities and for employees who may have HIV or AIDS. The employment related rights of all employees must be protected.

HIV and AIDS are considered disabilities under the Americans with Disability Act. Therefore, the state has adopted a policy that guides supervisors and employees in dealing with HIV and AIDS in the workplace. The state recognizes the rights and concerns of employees who may be infected with HIV or AIDS. It wants to ensure that all employees receive confidential, fair and equal treatment.

North Carolina State Government and the Department of Public Safety does not discriminate against applicants or employees who have or are suspected of having the HIV virus or AIDS; however, managers will respond to employees concerned about their own safety.