

## STATE OF COLORADO

## EXECUTIVE CHAMBERS

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EXECUTIVE ORDER

Roy Romer  
Governor

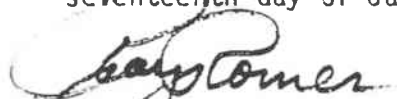
HIV-ANTIBODY SEROPOSITIVE INDIVIDUALS

- WHEREAS, the HIV epidemic has become a serious threat to the health of the people of the State of Colorado and to this nation. In Colorado alone over 500 persons have died from AIDS or AIDS-Related Complications (ARC); and it is evident the HIV epidemic will continue to significantly impact Colorado citizens at least throughout this century and into the next;
- WHEREAS, the State of Colorado dedicates itself to the principle that all citizens regardless of mental or physical disability are treated equally under the law;
- WHEREAS, evidence exists of discrimination against persons who are infected with the AIDS virus, and those who have the HIV infection, and those at risk or who are perceived to be at risk for the infection, whether or not they have manifested physical or mental disability;
- WHEREAS, this discrimination is evident in areas of employment, housing, and in access to state services and benefits;
- WHEREAS, the Colorado Civil Rights Commission, following federal law, has declared that AIDS, ARC and AIDS virus infection fall within the definition of a physical handicap and has thereby extended to these persons the protection against discrimination in employment, housing, and access to public accommodations;
- WHEREAS, the State of Colorado should act as the model of non-discrimination for the public and private sectors by taking positive steps towards elimination of all forms of discrimination;
- WHEREAS, because discrimination combined with pre-existing social biases hampers the efforts of public health authorities to control the spread of disease through conventional epidemiological methods;
- WHEREAS, confidentiality and civil rights protection will promote participation in needed testing and counseling of high risk groups;

NOW THEREFORE, I, Roy Romer, Governor of the State of Colorado, under the authority vested in me under the constitution and the laws of the State of Colorado, ORDER:

1. Appointing authorities in State government shall not discriminate in employment practices against any person infected with AIDS virus or at risk for or perceived to be at risk for the infection.
2. All executive directors of the principal departments of State government shall make it known that no human rights violations against people infected with the AIDS virus be tolerated in this state and that any violation will be immediately reported to the Colorado Civil Rights Commission for appropriate action.
3. Persons diagnosed with HIV infection shall not be subject to any form of harassment within the work place, and any persons with HIV infection and otherwise qualified for employment services or benefits shall not be discriminated against in any fashion. Further, strictest principles of confidentiality will be maintained in management of personal medical information.

GIVEN under my hand and the Executive Seal of the State of Colorado, this seventeenth day of January, 1989.



Roy Romer  
Governor

