



**NOTICE TO EMPLOYEES**  
**RE: WORK EXPOSURE TO BODILY FLUIDS:**  
**HUMAN IMMUNODEFICIENCY VIRUS (HIV) &**  
**ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)**

Employees are notified that a claim may be made for a condition, infection, disease, or disability involving or related to the Human Immunodeficiency Virus (HIV) or Acquired Immune Deficiency Syndrome (AIDS) within the provisions of the Arizona Workers' Compensation Law, and the rules of the Industrial Commission of Arizona. Such a claim shall include the occurrence of a significant exposure at work, which generally means contact of an employee's ruptured or broken skin or mucous membrane with a person's blood, semen, vaginal fluid, surgical fluid(s), or any other fluid(s) containing blood. **AN EMPLOYEE MUST CONSULT A PHYSICIAN TO SUPPORT A CLAIM.** Claims cannot arise from sexual activity or illegal drug use.

Certain classes of employees may more easily establish a claim related to HIV or AIDS, if they meet the following requirements:

1. The employee's regular course of employment involves handling or exposure to blood, semen, vaginal fluid, or surgical fluid(s) or any other fluid(s) containing blood. Included in this category are health care providers, forensic laboratory workers, firefighters, law enforcement officers, emergency medical technicians, paramedics, and correctional officers.
2. **NO LATER THAN TEN (10) CALENDAR DAYS** after a possible significant exposure that arises out of and in the course of employment, the employee reports in writing to the employer the details of the exposure as provided by Commission rules. Reporting forms are available at the offices of this employer or from the Industrial Commission of Arizona, 800 W. Washington, Phoenix, AZ 85007, 602.542.4661 or 2675 E. Broadway, Tucson, AZ 85716, 602.628.5188. If an employee chooses not to complete the reporting form, that employee may be at risk of losing a prima facie claim.
3. **NO LATER THAN TEN (10) CALENDAR DAYS** after the possible significant exposure, the employee has blood drawn, and **NO LATER THAN THIRTY (30) CALENDAR DAYS** the blood is tested for HIV by antibody testing and the test results are negative.
4. **NO LATER THAN EIGHTEEN (18) MONTHS** after the date of the possible significant exposure at work, the employee is retested and the results of the test are HIV positive or the employee has been diagnosed as positive for the presence of HIV.

**KEEP POSTED IN A CONSPICUOUS PLACE**  
**NEXT TO WORKERS' COMPENSATION NOTICE TO EMPLOYEES**

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