

- 1) directs the Executive Council of the United Church of Christ to implement, with all deliberate speed, a church-wide AIDS Discrimination Audit and evaluation of the nature and degree of discrimination existing within all United Church of Christ conferences, instrumentalities, boards, agencies, health and human service institutions, related colleges and seminaries and all other United Church of Christ related bodies confronted by persons with AIDS/HIV in the areas of:

employment;
insurance;
other employment benefits, including pensions;
testing, including confidentiality of results;
service delivery;
responsiveness of clergy and support staff, and

- 2) calls upon each of the said judicatories, agencies, institutions and bodies to implement steps to alleviate any discrimination discovered as a result of the AIDS Discrimination Audit, or by any other means, in the areas delineated, and
- 3) directs the Executive Council to receive and compile results of the AIDS Discrimination Audit from said judicatories, agencies, institutions and bodies and to report the results of the AIDS Discrimination Audit and the steps taken to alleviate any discrimination against persons with AIDS/HIV discovered by the AIDS Discrimination Audit to the Eighteenth General Synod in Norfolk, Virginia in 1991, and
- 4) urges all congregations of the United Church of Christ to conduct an audit of their own employment, insurance, benefits, testing and service delivery practices and requirements and to implement steps to alleviate any discrimination against persons with AIDS/HIV discovered by said AIDS Discrimination Audit.

Financial Implications: Subject to the availability of funds.

9. RESOLUTION "RESPONDING TO AIDS: TEN PRINCIPLES FOR THE WORKPLACE"

Ms. Bertha Booker, Chair of Committee 19, directed the delegates' attention to the second resolution related to responding to aids.

89-GS-52 VOTED: The 17th General Synod adopts the Resolution "Responding to Aids: Endorsement and Enactment of the 'Ten Principles for the Workplace.'"

RESPONDING TO AIDS: ENDORSEMENT AND ENACTMENT OF THE 'TEN PRINCIPLES FOR THE WORKPLACE'

Background

Since 1981, more than 95,000 Americans have been diagnosed with Acquired Immune Deficiency Syndrome (AIDS), more than half of whom have died. Additionally, the United States Public Health Service conservatively estimates that 1 million to 1.5 million Americans are infected with Human Immunodeficiency Virus (HIV). Available data indicates more than half of those who are HIV infected will develop AIDS within 10 years of infection. Studies suggest the majority of persons with HIV will eventually become ill. The total number of Americans with HIV infection remains unknown, partly because many people are reluctant to be tested for HIV antibodies due to fear of discrimination and ostracism.

The U.S. Surgeon General, C. Everett Koop, the Presidential Commission on the Human Immunodeficiency Virus Epidemic, and most public health officers and organizations have said that lack of anti-discrimination legislation is the single most serious impediment in fighting AIDS as a public health epidemic. Currently, persons with AIDS and those who have tested positive for HIV antibodies have limited protection from discrimination. There are some regulations prohibiting discrimination on the part of federal agencies but there is no protection from discrimination in the private sector in employment, transportation, public accommodations and health care for persons with AIDS/HIV.

Voluntary AIDS/HIV-specific policies and actions cannot replace the justice mandate of federal antidiscrimination legislation and enforcement. Until such legislation and enforcement exists, such actions are a necessary weapon in the fight against AIDS/HIV. The "Ten Principles for the Workplace" were developed by the Citizen's Commission on AIDS for New York City and Northern New Jersey and have been endorsed by many for-profit and non-profit corporations and organizations throughout the United States.

As Christians called by the One whose love embraces and empowers each human life, we bear a special responsibility to create affirming, supportive and secure work environments for each person within the United Church of Christ — in congregations, associations, conferences, instrumentalities and related institutions and agencies. Because workplace security is vital to the self-esteem and dignity of working persons with AIDS/HIV, such affirming support positively affects their emotional, psychological and physical health, as well as their economic well being. Confronting the multiple realities of the AIDS pandemic, our commitment must also include insuring that persons living with AIDS/HIV will not face the indignity of discrimination in the workplaces of our church.

Text of Resolution

WHEREAS, we are called as contemporary disciples of Jesus Christ to express our love of God through love of neighbor and through the active pursuit of justice, and

WHEREAS, more than 95,000 Americans have been diagnosed with Acquired Immune Deficiency Syndrome (AIDS), more than half of whom have died, and

WHEREAS, the United States Public Health Service conservatively estimates that 1 million to 1.5 million Americans are infected with Human Immunodeficiency Virus (HIV), and

WHEREAS, the lack of federal AIDS/HIV-specific antidiscrimination legislation is the single most serious impediment in fighting the AIDS public health epidemic, and

WHEREAS, federal AIDS/HIV-specific antidiscrimination legislation, while necessary, would not be generally enforceable within communities of faith, and

WHEREAS, in 1983 the 14th General Synod declared its "compassionate concern and support" for all persons with AIDS, their lovers, spouses, families and friends, and

WHEREAS, in 1987 the 16th General Synod adopted "A Pronouncement on Health and Wholeness in the Midst of a Pandemic," calling upon the whole church "to become knowledgeable about AIDS and become leaders in the mobi-