



INTERNATIONAL MONETARY FUND  
WASHINGTON, D. C. 20431

CABLE ADDRESS  
INTERFUND

April 26, 2000

To: Members of the Staff

### **HIV/AIDS**

You recently received the UNAIDS publication, "Information for United Nations Employees and Their Families" through the Health Services Department (HSD). We must recognize that AIDS is a special and stigmatized illness. Many people are not aware that the Fund has clear policies regarding recruitment, employment, and medical coverage related to HIV/AIDS.

Lack of knowledge about your rights and the institution's policies may cause unnecessary stress and concern. Therefore, I am restating our policies and procedures for the reference of all staff members.

I also want to remind you about the confidentiality and sensitivity surrounding health matters in general and HIV/AIDS in particular. Staff members may choose to share information related to health issues with colleagues, but it must remain their choice. It is all of our responsibility to create a compassionate and caring environment for colleagues with any type of illness.

#### **Non-discrimination**

The Fund will not deny employment, confirmation, or promotion to anyone, nor will it terminate anyone because of their HIV status so long as the person can perform the duties of the position for which they are being hired or to which the person is assigned. Medical Benefits Plan (MBP) coverage is available for all eligible employees and their dependents, regardless of HIV status. MBP contributions are not affected by HIV status.

#### **Confidentiality**

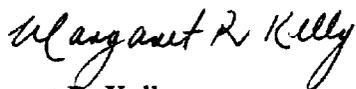
You cannot be forced to take an HIV/AIDS test.  
You do not have to report your HIV status to the Fund.  
You have the right to keep your medical treatment confidential.

### **Access to treatment and insurance**

Our medical plan covers all drugs and treatments for HIV/AIDS, including anti-retroviral medications. These medications have been widely used in industrial countries, where they have dramatically reduced AIDS-related deaths.

As for any other illness, the same co-payment rates apply to expenses related to HIV/AIDS, up to established out-of-pocket ceilings. Once these ceilings are reached, the Fund's medical insurance will pay 100 percent. In case of permanent and total disability resulting from AIDS, the Staff Retirement Plan's disability pension provision is available. In case of death resulting from AIDS, the applicable benefits are payable to your beneficiaries.

If you have any employment-related questions regarding HIV/AIDS, please contact the Insurance, Retirement, and Family Services Section of the Staff Benefits Division at extension 38283. To address staff concerns from a medical perspective, an HSD physician experienced in treating HIV/AIDS is available to answer questions about the medical aspects of HIV/AIDS. You may contact Dr. Ana Maria Espinoza at 458-1372.



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