

# SPOKANE COUNTY FIRE DISTRICT 8

## Standard Operating Procedures

**10.04.14**  
**LIFE THREATENING OR**  
**TERMINAL ILLNESS**



Adopted: 12/20/16  
Reviewed: 12/20/16  
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read "Tony Fisher", is written over a horizontal line.

**Purpose:** The District recognizes that members with life-threatening illnesses, including but not limited to cancer, heart disease, HIV, and AIDS, may wish to engage in as many of their normal pursuits as their condition allows, including work.

**References:** N/A

**Procedure:**

1. As long as these members are able to perform their jobs and medical evidence indicates that their continued presence in the workplace is not a threat to themselves or to others, it is the District's procedure that their employment not be affected by their illness. Moreover, the District will fully comply with its duty to provide reasonable accommodations to allow people with disabilities to perform their jobs. We expect all members to be sensitive to and accommodating of the needs of co-workers with life-threatening illnesses.