

# Iberia Parish Sheriff's Office

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## **FOR IMMEDIATE RELEASE**

Sheriff Louis Ackal has announced that, in light of recent developments, he intends to revise the hiring and training policies of the Iberia Parish Sheriff's Office as follows:

- The IPSO hiring policy will include an explicit statement that discrimination on the basis of race, color, religion, sex, national origin, or disability, including HIV status, is prohibited.
- IPSO will include two (2) hours of mandatory training for all management and supervisory employees addressing Americans with Disabilities Act (ADA) compliance obligations in hiring.
- IPSO will also include two (2) hours of mandatory training on HIV, actual transmission risks, stigma, and the effects of HIV discrimination for all staff members.
- IPSO will include an HIV discrimination component in new-hire and annual civil rights/nondiscrimination training, including information that medical professionals contacted by IPSO determined that a person living with HIV who has received medical clearance from a medical professional during any fitness-for-duty examination (either pre-employment or during subsequent employment) could safely perform the job as a Sheriff's Deputy without accommodation and that HIV positive status alone is not a disqualifying condition for the job of Sheriff's Deputy.