

After attending an educational seminar on AIDS, the overwhelming majority of employees feel they:

- 1) Have more accurate information on AIDS.
- 2) Are more willing and less fearful to work with someone affected by or at "higher-risk" for the AIDS virus.
- 3) Are more determined to change their own high risk behavior (both homosexual and "promiscuous" heterosexual).

Fear of AIDS Decreases when knowledge of AIDS Increases.

"Dr. Bartnof's seminar explained AIDS in terms which were easy for me to understand...his style of presentation also made me feel comfortable asking questions in front of the group."

"...(the seminar) made me feel a lot more aware of AIDS and how you can and **can't** get it..."

"...it showed that management is really concerned about protecting our health."

"I appreciated the opportunity to discuss my concerns in private with a doctor who had already demonstrated to me his knowledge of AIDS."

AVERI provides AIDS education programs for the:

Business Community

Health Care Professionals

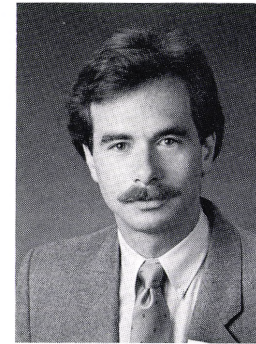
- Physicians
- Physicians' Assistants
- Nurses
- Respiratory Therapists
- Social Workers
- Counselors
- Psychologists
- Other Clinic and Hospital Personnel

Pre-Hospital Care Professionals

- Law Enforcement Personnel
- Fire Fighters
- Paramedics
- Lifeguards
- Emergency Medical Technicians

Personal Service Professionals

- Beauticians
- Barbers and Hair Stylists
- Cosmetologists
- Acupuncturists
- Electrolysisists
- Ear Piercers



HARVEY S. BARTNOF, M.D. is the founder and chief physician of AVERI. He is a Clinical Faculty Member at the University of California at San Francisco School of Medicine, Department of Medicine, where he is the Course Director for "AIDS 1986, Overview and Update." In addition, he is a physician member of the San Francisco AIDS Foundation

Speakers' Bureau and Board of Directors.

Dr. Bartnof completed a Research Fellowship on AIDS in 1984-1985. His research focused on risk assessment of AIDS in San Francisco heterosexual women. He has participated in numerous AIDS conferences and presented his recent research at the International Conference on AIDS held in Paris in June 1986. In addition, he is the instructor of the "AIDS" Awareness Workshop" at San Francisco City College.

Dr. Bartnof received his B.A. magna cum laude in Biology at the University of California at San Diego, Revelle College in 1974. After receiving his M.D. at U.C.S.F. School of Medicine in 1978 with Honors in Internal Medicine, Pediatrics, Cardiology, Clinical Pharmacology and Otolaryngology, he went to Harbor-U.C.L.A. Medical Center to complete a straight medical internship in 1979.

Dr. Bartnof is also Board Prepared in Emergency Medicine, and has been in clinical practice since 1980.

AIDS

The disease
has not been
conquered...
but through
education
we can help
prevent its
transmission
and stop the
spread of
fear,
anxiety, and
prejudice.

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AVERI AIDS EDUCATION PROGRAMS

Benefit Employers By:

- *Decreasing absenteeism* caused by anxiety and stress surrounding the AIDS epidemic or possible AIDS in the workplace.
- *Decreasing future health care costs* by minimizing employees' future exposure to the AIDS virus.
- *Increasing employee production* and output by decreasing employees fears and stress caused by the AIDS epidemic
- *Enabling continued employment* of an employee who has AIDS, ARC is "antibody blood test positive" or is at "higher-risk" for AIDS.
- Enabling employers to *negotiate for lesser increases in future health insurance premiums* by demonstrating employees' knowledge of AIDS virus transmission.
- Helping *avoid litigation* from employees over AIDS issues in the workplace.
- Helping *avoid large financial severance payments* to AIDS affected employees.

Benefit Employees By:

- Increasing their knowledge of *AIDS virus transmission* and of this worsening health issue.
- Enabling employees to have *access to accurate updated medical information* about AIDS.
- Enabling employees' AIDS questions to be answered by a medical doctor with expertise on the subject of AIDS.

Benefit Both Employers and Employees By:

- *Decreasing AIDS fears* and rumors in the workplace.
- *Decreasing prejudice* against employees who have AIDS or ARC, are "antibody blood test positive," or are at "higher-risk" for AIDS.
- *Decreasing anxiety*, stress and friction between employees caused by fear of AIDS.



AIDS EDUCATION PROGRAMS AND SERVICES

- **50 MINUTE GENERAL INFORMATION SEMINAR** with slide show presentation conducted by a medical doctor with expertise on the subject of AIDS. The seminar is followed by a question and answer period for the general audience and for individuals privately.
- **AIDS AWARENESS NEWSLETTER AND FACT SHEET.** A quarterly publication providing the most recent AIDS research and epidemic information, including answers to commonly asked AIDS questions.
- **MEDICAL CONSULTATION** on issues surrounding AIDS in the workplace.
 - Policies and procedures on:
 - AIDS and ARC patients in the workplace
 - Positive antibody blood test persons
 - "High-risk-for-AIDS" persons in the workplace
 - Worksite blood bank drive issues
 - Antibody blood test screening considerations
 - Preparation of co-workers before AIDS or ARC employee returns to work
 - AIDS paranoia issues
- **DOCUMENTATION** of employees' knowledge on AIDS transmission may be useful in negotiating for lower health care premium increases in the future.
- **EDUCATION UPDATE SEMINARS** to reinforce original information seminar, particularly as new information on AIDS is discovered or when AIDS hysteria heightens in the workplace or community. AIDS education is an ongoing process.
- **FACILITATION** of employee discussion groups and individual or group counseling surrounding AIDS issues or fears.

AVERI was founded in 1985 and is dedicated to the accumulation and dissemination of current and highly accurate medical information on AIDS virus infection and disease.

AVERI is also committed to being knowledgeable of and sensitive to the social, ethical, legal, economic, political and public policy issues surrounding the AIDS virus epidemic.

AVERI will undertake clinical research questions as determined by its physician administrators.

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AIDS

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EDUCATION

AND

RESEARCH

INSTITUTE

AVERI OFFERS:

HARVEY S. BARTNOF, M.D.
Chief Physician

**** ONSITE IN-HOSPITAL, IN-CLINIC CONTINUING MEDICAL EDUCATION ON AIDS AND HIV FOR MDs, NURSES AND OTHER HEALTH CARE PROFESSIONALS. SEMINARS CONDUCTED BY UCSF SCHOOL OF MEDICINE FACULTY. C.E. UNITS ARE ISSUED IN CONJUNCTION WITH UCSF EPME (EXTENDED PROGRAMS IN MEDICAL EDUCATION)**

**** 3 AIDS KNOWLEDGE SCALES AND CERTIFICATION OF AIDS PREVENTION AND KNOWLEDGE (SIMILAR TO "BCLS-ACLS")**

* B A P K ^C FOR: LAY PUBLIC

BASIC AIDS PREVENTION AND KNOWLEDGE SCALE

* A A P K ^C FOR: HEALTH PROFESSIONALS AND AIDS EDUCATORS

ADVANCED AIDS PREVENTION AND KNOWLEDGE SCALE

* A A P K I ^C FOR: MDs, PAs AND NURSES TREATING AIDS AND ARC PATIENTS

ADVANCED AIDS PREVENTION KNOWLEDGE AND TREATMENT SCALE

BAPK, AAPK AND AAPKT QUESTIONS ARE DESIGNED AND UPDATED IN CONJUNCTION WITH IT'S MEDICAL ADVISORY BOARD; PRESENTED IN ABSTRACT MP-194, WASHINGTON D.C. 3RD INTERNATIONAL CONFERENCE ON AIDS

**** ONSITE AIDS EDUCATION IN THE WORKPLACE FOR EMPLOYEES AND EMPLOYERS**

Harvey S. Bartnof, M.D. is the Chief Physician at AVERI. Dr. Bartnof is the Medical School Training Coordinator for the AIDS Professional Education Project at the University of California, San Francisco School of Medicine. At UCSF, he is Course Director of "AIDS-HIV 1987, Overview and Update," with appointments in both the Departments of Medicine and Psychiatry. (continued on reverse)

(continued from reverse)

Dr. Bartnof is the Chairman of the Scientific Advisory Committee and is a Board Member of the San Francisco AIDS Foundation. In addition, he is the Instructor for the AIDS Awareness Workshop at San Francisco Community College. He received his MD degree from UCSF School of Medicine and did his postgraduate training in Internal Medicine at Harbor-UCLA Medical Center.

For further information call AVERI at 415-239-5200.