

EXHIBIT A

As a condition of this Agreement & Release, the released parties agree to institute the following non-monetary relief. The Iberia Parish Sheriff's Office (IPSO) will issue a public service announcement setting forth the following changes ("Changes") as part of ongoing efforts to foster improved relations between IPSO and the community:

- a revision of IPSO hiring policies to include an explicit statement that "discrimination on the basis of race, color, religion, sex, national origin, or disability, including HIV status, is prohibited" and a conspicuous posting stating the same.
- 2 hours of mandatory training for all management and supervisory employees addressing ADA compliance obligations in hiring, provided by an instructor of IPSO's choice.
- 2 hours of mandatory training on HIV, actual transmission risks, stigma, and the effects of HIV discrimination for all staff members, provided by one of the following entities: AcadianaCares, Crescent Care or HIV/AIDS Alliance for Region Two (HAART). If none of these entities is available, IPSO shall cooperate with Plaintiff and Plaintiff's counsel to find a mutually agreeable suitable alternative.
- inclusion of an HIV discrimination component in new-hire and annual civil rights/nondiscrimination training, including a statement 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 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.

These Changes shall be made in addition to the other relief provided by the Agreement & Release. The Defendants will implement the above Changes and certify compliance with these Changes as set forth in Exhibit A in a letter to Magistrate Judge Hanna (with a copy to be sent to Plaintiff's counsel).