

University Policy: Acquired Immunodeficiency Syndrome (AIDS) Policy and Guidelines

Policy Category: Student Policies; Employment, Benefits, and Workplace Policies

Subject: Acquired Immunodeficiency Syndrome (AIDS) Policy and Guideline

Office Responsible for Review of this Policy: Office of Campus Life; Office of Finance and Treasurer

Procedures: Not Applicable

Related University Policies: Not Applicable

I. SCOPE

This policy establishes equal treatment protections for students, faculty and staff identifying as having HIV, AIDS Related Complex (ARC), or AIDS.

II. POLICY STATEMENT

In accordance with Title 1, Chapter 25 of the DC Human Rights Act and Section 503 and 504 of the Rehabilitation Act of 1973, it is the policy of American University to provide equal treatment to (and not to discriminate against) persons who have contracted the HIV virus or HIV-related conditions. Further, university policy does not allow discrimination based on the perception that a person has one of the above, or the perception that he or she is more likely than other members of the general population to contract one of the above due to his or her membership in a protected class identified as being at high risk, or due to an individual's responsibility for a person in one of the above categories.

III. DEFINITIONS

Human Immunodeficiency Virus (HIV): A fragile virus that will live outside the human body for only a short time. The virus is transmitted through the direct exchange of body fluids. This exchange may occur during intimate sexual relations, through contaminated blood or blood products, or through the sharing of contaminated needles. No cases of HIV have been reported from exposure through casual contact.

IV. POLICY

American University has a moral commitment to its employees and students, and intends to show compassion and understanding toward individuals with HIV, AIDS Related Complex (ARC), or AIDS. The term “HIV” as used in this policy refers to all three (3) of these conditions.

1. Students, faculty and staff with HIV will be allowed equal access to university facilities or campus activities, including participation in academic, social, athletic, and cultural programs.
2. Students with HIV will have equal opportunity to obtain residential housing or special room assignments.
3. There will be no discrimination toward faculty and staff members with HIV in terms of employment at the university.
4. There will be no discrimination toward prospective students with HIV regarding admission to the university.
5. Faculty and staff members with HIV will be allowed to use sick leave and short-term and long-term disability on a basis equal to that of any person with a medical illness.
6. Confidentiality will be strictly maintained for any student who receives testing or counseling by the Student Health Center and faculty and staff members who receive counseling from the Faculty/Staff Assistance Program. No information will be released to any other physician, health clinic, insurance company, or hospital without the written consent of the individual involved. Since HIV is not spread through casual contact, the university is under no obligation to inform students or employees that a person has HIV or a related illness.
7. The university will comply with all federal and local laws and regulations protecting the confidentiality of medical and educational records. No employee or student of the university may respond to requests for release of confidential information without prior consultation with university counsel.

No information concerning a diagnosis or complaint can be provided to faculty, staff, students, parents, or the media without the prior express written consent of the individual.

The university will offer educational and informational programs to inform the community of the realities of HIV:

- a. The Student Health Center has responsibility to address HIV issues for students.
- b. Students who have tested positive for HIV, and those concerned that they may be infected with HIV, are strongly encouraged to contact the Student Health Center. Confidential testing and

counseling are provided by the Student Health Center. For those testing positive for HIV, personnel at the Student Health Center are available to discuss resources and provide assistance and referrals. Faculty and staff with HIV may also request confidential counseling from the Faculty and Staff Assistance Program. Further interpretation of these guidelines will be made on a case-by-case basis by the president or provost or vice president of finance and treasurer in consultation with medical and university counsel.

V. EFFECTIVE DATE(S)

This Policy was last reviewed in February 2015.

VI. SIGNATURE, TITLE AND DATE OF APPROVAL

This policy needs to be signed by the appropriate officer (listed below) before it is considered approved.

This document was approved and signed by

Scott Bass
Provost

Donald Myers
Vice President of Finance

Gail Hanson
Vice President of Campus Life

on October 29, 2010