

PROCEDURE

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P6Hx23-1.91 PROCEDURE: HUMAN IMMUNODEFICIENCY VIRUS/ACQUIRED IMMUNODEFICIENCY SYNDROME (HIV/AIDS)

Purpose: This procedure is established in order to provide a framework for the protection of students and employees infected with the HIV virus and for other students and employees.

I. Definition

For the purpose of this procedure an "infected individual" means:

- A. student or employee who is diagnosed as having Acquired Immuno Deficiency Syndrome (AIDS);
- B. student or employee who discloses or is determined to be Human Immuno Deficiency Virus (HIV) antibody positive but has not yet developed the symptoms of AIDS.

II. Task Force

A St. Petersburg College Task Force on HIV/AIDS is hereby established, consisting of the Campus Executive Officer of the Health Education Center, an employee, a student, and medical advisor appointed by the President.

III. Education

The primary purpose of the Task Force is to provide coordination of the College's educational effort to the college community - students and employees - concerning HIV/AIDS. Such education shall include instruction, information, and activities which emphasize the known modes of transmission of HIV infection and AIDS, signs and symptoms, associated risk factors, appropriate behavior and attitude change and means used to control the spread of HIV infection and AIDS.

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IV. Infected Students and Employees

Whenever a student or employee admits being or is determined to be an infected individual, consent should be obtained from said infected individual to share said information with others on a need-to-know basis only. The College cannot require a student, employee or any individual to take an HIV-related test except as herein provided.

A. The College does not discriminate against an individual, whether employee, student, or applicant, who is or is regarded as being infected with HIV. The College may not require an individual to take an HIV-related test as a condition of hiring, promotion or contingent employment unless the absence of HIV infection is a bona fide occupational qualification for the job in question.

V. Confidentiality

Should the College or any individual associated with the College become aware of the test results of any employee or student, said test and test results are confidential. No HIV test results may be released under any circumstances except with specific written authorization by the student or employee or by court order. A general release or subpoena is insufficient. Violation of this confidentiality carries with it criminal penalties.

Should a student or an employee share with an administrator, faculty member or supervisor that they have an HIV infection, said administrator, faculty member or supervisor shall maintain confidentiality of said information provided, however, that said administrator, faculty member or supervisor shall seek the consent of the said student or employee for permission to share said information with persons associated with the College who the administrator, faculty member or supervisor believes has a reasonable need to know that information. Should the HIV infected student or employee consent to the same, an appropriate consent form should be used to document the same. The

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administrator, faculty member or supervisor shall maintain the consent form in a separate record and the same shall otherwise be confidential.

VI. Accommodation

The College will undertake reasonable efforts to accommodate infected individuals.

VII. Handbooks and/or Manuals

A. STUDENT

Each student handbook shall provide information related to HIV/AIDS education or identify sites for which HIV/AIDS education information may be obtained.

B. STAFF/FACULTY

Each staff/faculty manual or handbook shall provide information related to HIV/AIDS education or identify sites for which HIV/AIDS education information may be obtained.

History: Adopted 8/16/88. Effective 8/23/88, 12/17/91. Filed- 12/17/91. Effective - 12/17/91; 8/21/01. Filed – 8/21/01. Effective – 8/21/01; 4/16/02. Filed – 4/16/02. Effective – 4/16/02.

Note: The rising incidence of Acquired Immune Deficiency Syndrome (AIDS) and Hepatitis B in the state has prompted a heightened awareness of the need for education about the spread of infectious and communicable diseases for the total college community. Information is distributed and educational programs developed for this area by the Office of the Provost, Caruth Health Education Center, Ext. 3666.