

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: Human Resources 400.0000.14
SUBSECTION: All Employees 415.0000.15

Acquired Immune Deficiency Syndrome
Policy Number: 415.2250.90

POLICY

Acquired Immune Deficiency Syndrome (AIDS) and Human Immunodeficiency Virus (HIV) infection have caused a nationwide health crisis. An educational approach and preventive measures are crucial in order to control the rapid spread of HIV infection. AIDS is a serious illness which is spread from one person to another primarily by sexual contact and contact with the blood or body fluids of an HIV infected person. The risk of contracting the virus in a school setting is extremely low; however, based upon the probability that the College may, in the future, become aware that a student or staff member is seropositive for HIV, it is prudent that the College develop written guidelines in advance for dealing with the situation.

Fundamental to the College's response to AIDS is its desire to respect the rights and concerns of those who are HIV infected or who have AIDS, as well as those who are currently free of these conditions. Education, understanding, and compassion on the part of each College employee and student are crucial if we are to deal effectively and responsibly with these issues.

The most recent information distributed by the Center for Disease Control, U.S. Department of Health & Human Services, states that casual contact with persons with AIDS or persons who might be at risk for the illness does not place others at risk for acquiring the infection. AIDS is spread by sexual contact, needle sharing, infected mother to child, or less commonly through blood or its components.

The College shall treat the person who has contracted HIV infection or AIDS the same as students and staff with communicable diseases. Persons with AIDS or other diseases will be permitted to work at and/or enroll in courses at the College unless the student or staff member's personal physician or state or federal public health officials declare that the disease represents a substantial risk to the health and safety of other members of the community. In such instances, appropriate measures will be taken to protect the institution and the individual. HIV infected employees shall continue working as long as they do not pose a safety or health threat to themselves or others within the work place. Where medical conditions impair the employees' medical abilities to perform, they are to be treated in the same manner as employees who suffer from some other illness or disability. Employees and students with HIV infection may be entitled to "reasonable accommodation" under the Rehabilitation Act of 1973. Consideration in this matter will be given by the College on a "case-by-case" basis.

Legal and ethical considerations mitigate against the adoption of any policies or courses of actions which would deny ordinary privileges and rights, including that of privacy to students, faculty, or staff members who are known or suspected to be infected with HIV.

No information concerning an individual person's medical conditions will be released to the general public. In the event that a personal physician or state health department officials determine that an individual's medical condition represents a public health hazard thus warranting limitation of activities, only essential College personnel will be informed, on a "need-to-know" basis.

The College will disseminate accurate and objective educational information on HIV and AIDS to the College service area. In addition, the College will provide educational programs concerning HIV and AIDS, based upon currently available medical information.

The College, by and through the Board, does hereby authorize the President to institute guidelines and procedures for students and staff consistent with the guidelines issued by the Center for Disease Control for the prevention of

transmission of HIV and other communicable diseases.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1990

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: Rehabilitation Act of 1973
Center for Disease Control