

6Hx19-6.36 ACQUIRED IMMUNE DEFICIENCY (AIDS) POLICY

The purpose of this Board Rule is to establish Board Policy for students and employees with Acquired Immune Deficiency Syndrome (AIDS), AIDS Related Complex (ARC) and/or the Human Immunodeficiency Virus (HIV).

Pasco-Hernando State College seeks to provide for the safety and rights of all employees and students, including those individuals infected with AIDS, ARC, or those testing positive for the HIV antibody. It is the position of the Board that a balance be maintained between the rights of such persons to obtain education and employment and the rights of students and employees to work in an environment in which they are protected from contracting the disease.

The College recognizes that AIDS, ARC, and HIV represent significant public health threats and seeks to be of assistance. Therefore, the College will endeavor to provide students and staff with educational information about the disease.

Students or employees with AIDS, ARC, or a positive HIV test are encouraged to notify the appropriate College personnel of the presence of the disease and of any changes in their medical condition. All such information shall be treated as strictly confidential and shall not be disclosed to any person without the infected individual's express written consent. Upon the request of an infected employee or student, the College shall make reasonable accommodations so that such employee or student can continue normal work or educational activities, without the risk of infecting others. An infected individual will not be isolated by the College unless the individual poses a health risk to co-workers or students which can be confirmed or validated by appropriate qualified medical personnel

The College response to each confirmed case of AIDS, ARC, or positive HIV will be according to the known facts in each individual case and the most recent accepted medical evidence available to the College at the time. Each case will be evaluated on the basis of the risk to others and the safety measures reasonably available to the College. The College may place limitations on the activities of an infected student or employee only if such person presents a significant risk of transmitting the infection to others and if no other reasonable accommodation is available to the College.

All College personnel and students shall follow established guidelines relating to minimizing the risk of transmitting the AIDS virus. Anytime the possibility of exposure to blood or other bodily fluids exists, such personnel and students shall use gloves, gowns, eye coverings and/or masks as appropriate to the situation. Additionally, students and employees must adhere to the rules established by each local or state health care agency to which the student or employee is assigned.

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Acquired Immune Deficiency (AIDS) Policy

The College will work cooperatively with community health agencies and other resource organizations to provide AIDS-related educational, rehabilitative, and counseling programs and services to all employees and students as the needs arise.

Rule Adopted: 1/23/89; 9/17/91; 1/20/98; ■02/16/09

Effective Date: 1/23/89; 9/17/91; 1/20/98; ■02/16/09

Reviewed:

President's Administrative Leadership Team – Non-Substantive/Editorial: 5/29/18

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65; 1006.68

Other References: Florida Administrative Code: 6A-14.060; 6A-19.002; 6A-19.003

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(8)(43)(44);
1001.65(1)(16)(24); 1006.68

Proposer: Timothy L. Beard, President

■ President's Cabinet Approval – Non-substantive/Editorial