



SAN DIEGO COMMUNITY COLLEGE DISTRICT

Policy
0700

October 14, 1998

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

POLICY

Each college and the Continuing Education program shall establish a coordinating committee to plan a comprehensive educational program and to develop administrative procedures that address Campus issues related to HIV/AIDS. The committee shall be broadly representative of the campus community in order to be able to address the medical, administrative, legal, and personal issues associated with the disease. Where appropriate and necessary, procedures developed shall be consistent with provisions specified in collective bargaining agreements for employees duly covered.

Each college and the Continuing Education program shall analyze the individual circumstances and respond to persons who have tested positive to the Human Immune deficiency Virus (HIV) antibody or who have AIDS or HIV related illness in accordance with this policy. Flexibility is necessary in order to evaluate each case based upon the individual's ability to function, the needs of the campus community, and the legal obligations involved. Each college and the Continuing Education program shall establish a mechanism to ensure consistent and reasonable analyses and recommendations regarding each case.

It is the intent of this policy that fear and misunderstanding of the virus do not disrupt instruction or the workplace and that the confidentiality of students' and employees' medical records/health status is honored and maintained.

GUIDELINES

1. Students and employees with AIDS, HIV related illness, or a positive HIV antibody test shall be afforded normal classroom attendance, working conditions, and participation in co-curricular and extracurricular activities in an unrestricted manner as long as they are physical and psychologically able to do so.
2. Each college and Continuing Education shall provide reasonable accommodation to employees and students with AIDS, HIV related illness, or a positive HIV antibody test in a manner consistent with those provided for other medical problems in obtaining medical care, education and accommodations.
3. AIDS is a reportable disease in the State of California (Title 17, California Administrative Code). Persons who are diagnosed with AIDS are required to promptly report said case to the local county health department (Section 3125,

- California Health and Safety Code). Except for such legally required reporting, confidentiality of medical conditions shall be maintained. There is no medical necessity to advise coworkers or students of the immediate presence of persons who have AIDS, HIV related illness, or a positive HIV antibody test.
4. In accordance with existing laws as well as District policies, procedures and requirements, an employee's or student's medical record/health status is confidential information and such information shall not be released without the individual's permission except as otherwise provided by law.
 5. Consideration of the existence of AIDS, HIV related illness, or a positive HIV antibody test cannot be part of the admission or hiring decision for prospective students or employees.
 6. Those who are known to have AIDS or HIV related illness shall be excused from institutional requirements for certain vaccines (e.g., measles and rubella), as those vaccines may lead to serious consequences in persons with poorly functioning immune systems.
 7. Access will not be restricted for persons with AIDS, HIV related illness, or positive HIV antibody tests.
 8. Each college and Continuing Education shall take the necessary steps to ensure the safety of individuals participating in laboratory experiments involving blood, blood products, and body fluids and follow current legislative guidelines. The college shall ensure that proper procedures are used when cleaning laboratory classrooms, work areas, disposing of slides, syringes and other materials, and that there is adequate inservice of faculty on how to handle injuries with blood.
 9. The colleges and the Continuing Education program shall ensure that there is adequate inservice of faculty and staff on how to handle injuries with blood and body fluids.
 10. Students participating in field work experiences in community health care settings should be provided assurance by the training facility that it is in compliance with the California Public Health Service's and OSHA guidelines for blood borne pathogens.
 11. If an employee or student has concerns about the presence of a person with AIDS virus, or a person believed to be infected with HIV, that individual shall be directed to a knowledgeable counselor or administrator or well informed public spokesperson who can answer questions. Appropriate educational programs and/or counseling services shall be provided on campus, or referral should be made to appropriate community agencies for those persons with continuing fears or concerns about the disease. Refusal to work with a person with the AIDS virus, a positive HIV tests or a person believed to be infected with HIV, does not excuse an employee from fulfilling assigned responsibilities.
 12. Each college's health services shall be familiar with resources for testing for HIV, and shall refer persons requesting such testing to appropriate community agencies.
 13. Each college and the Continuing Education program shall establish communication links with county health agencies and, where available, community AIDS agencies in order to obtain current medical and referral information.

SUPERSEDES:
Policy 0700, 2/9/89, 3/10/94