

University of Hartford Policy Statement Regarding AIDS

Because HIV infection is a public health problem, a disease which has no cure and one which is spreading throughout the world with life-threatening implications, it is prudent to establish guidelines. These guidelines are based on recommendations of the American College Health Association, the Centers for Disease Control and Prevention, the U.S. Public Health Service and the American Council on Education.

Since it is transmitted only by intimate sexual contact or by blood contact as with HIV contaminated needles or blood transfusion, there is no risk of acquiring AIDS by ordinary social or occupational contact. Ever mindful of the sensitive nature of the topic, the University of Hartford supports the ongoing, comprehensive education of the University community about the transmission and prevention of AIDS, high-risk behavior and the importance of confidentiality.

Therefore, the University will not tolerate any discrimination or harassment against persons with HIV infection or persons who are at high risk or perceived high risk for HIV infection.

The University will not require HIV antibody tests as a condition of employment, or use of any campus facility, attendance in class, participation in any campus activity or eligibility for University housing.

In compliance with Sections 503 and 504 of the federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, people living with HIV shall enjoy all rights of access to University life as those engaged by uninfected community members. These include, but are not limited to, all conditions of employment, regular academic, social, cultural and athletic activities, and student support services. The University will make reasonable accommodations for people living with HIV for such needs as conditions of employment, scheduling of classes, required course load and housing. To decrease and prevent transmission of infectious diseases, including HIV, through occupational exposure, the University of Hartford adheres to standards established by the federal Occupational Safety and Health Administration.

Employees with HIV shall maintain employment with the University as long as they are able to perform their work satisfactorily and as long as medical evidence indicates that their condition or situation is determined not to put others at risk. Decisions will be made on an individual and confidential basis by a committee composed of a representative of the administration, the patient's private physician and/or Health Services physician, and a public health official, if appropriate. Employees with questions or concerns are encouraged to call the University's Employee Assistance Program (1-800-676-HELP) or Human Resources Development (860-768-4666).