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Policy Information

Effective Date:
December 4, 1998
Policy Number:
SA-300
Responsible Unit:
Campus Health Service / Disability Resource Center
Phone:
(520) 621-6490
Email:
drc-info@email.arizona.edu [1]

Purpose and Summary

1. To restate the University of Arizona's policies assuring nondiscriminatory services to persons with HIV infection in all University programs and activities;
2. To create an aware, sensitive climate in the campus community which is inclusive of persons with HIV infection; and
3. To reduce the occurrence of HIV infection through active, effective educational programs.

Policy

1. The University shall follow all relevant health and safety guidelines as issued by the Arizona Department of Health Services, the Occupational Safety and Health Administration (OSHA), and other appropriate agencies. Relevant employees will receive appropriate training. The University will seek current guidance from reliable medical sources, such as the Centers for Disease Control and Prevention, when specific information is needed.
2. Confidentiality of all student and employee records shall be maintained in accordance with all applicable federal, state, and local law, including the Family Education Rights and Privacy Act of 1974 (FERPA) and the Americans with Disabilities Act of 1990 (ADA), as well as all applicable ABOR and University policies. In accordance with these laws and policies, medical records will be maintained separately from student education records or employee personnel

files.
3. Persons with HIV infection shall be accorded the same treatment as other students, employees, and members of the public, except to the extent different treatment is required when
    a. A reasonable accommodation has been requested and approved consistent with the ADA or University policy, or
    b. A direct threat to the health or safety exists to the person and/or others as defined and limited by the Americans with Disabilities Act. In these rare cases, the University's disability and nondiscrimination procedures will be followed prior to any such unique treatment.
4. Appropriate University units will work cooperatively to conduct effective educational programs creating awareness about HIV infection, its modes of transmission and prevention, and increased sensitivity to persons with HIV infection.
5. Persons with HIV infection who are requesting a reasonable accommodation to the University policies and procedures or other accommodations may contact the ADA/504 Coordinator [2] for information or assistance.
6. Persons who believe they have been discriminated against on the basis of HIV infection are protected under University policies of nondiscrimination and may contact the Office of Institutional Equity [3] to file a complaint or for other assistance.
7. The President of the University shall appoint a person whose responsibility shall be to assure and coordinate the implementation of these guidelines.

Related Information*

ADA/504 Compliance [2]

Family Educational Rights and Privacy Act of 1974 (FERPA) [4]

Revision History*

This policy was repealed on May 31, 2017, as it is superseded by protections under the ADA Amendments Act.

Source URL:
http://policy.web.arizona.edu/ethics-and-conduct/human-immunodeficiency-virus-hiv-infection-policy

Links
[1] mailto:drc-info@email.arizona.edu
[2] http://drc.arizona.edu/about/ada504-compliance
[3] http://equity.arizona.edu/
[4] http://registrar.arizona.edu/ferpa/ferpa-compliance