

HIV INFECTION - EMPLOYEES

POLICY NUMBER: RESERVED FOR FUTURE USE

POLICY TYPE: ADMINISTRATIVE

RESPONSIBLE OFFICIAL TITLE: DIRECTOR OF HUMAN RESOURCES

RESPONSIBLE OFFICE: OFFICE OF HUMAN RESOURCES

EFFECTIVE DATE: 5/10/1984

I. POLICY STATEMENT

Human Immunodeficiency Virus (HIV), which causes Acquired Immunodeficiency Syndrome (AIDS), is one of the most serious health problems ever faced by our nation. Although there is neither a vaccine to prevent HIV infection nor a curative therapy, HIV infection can be prevented because it is acquired primarily through unsafe sexual practices and intravenous drug use. Current medical research also supports evidence that HIV infection is not spread through routine, casual day-to-day contact.

Non-Discrimination:

Handicapping Conditions: Individuals with HIV infection are considered as having handicapping conditions. NKU supports the legal rights of these individuals.

Employment: NKU shall not screen prospective employees for HIV infection nor shall it consider HIV infection during the employment process. Agencies who subcontract with NKU and whose employees work at NKU shall also abide by this policy. **Attendance:** NKU employees who have HIV infection, whether they are symptomatic or not, are allowed to work in an unrestricted manner as long as they are physically and mentally able to carry out the functions of their positions and have no other associated infectious disease in a communicable stage.

Access to Facilities: NKU employees who have HIV infection have full access to theaters, restaurants, cafeteria, snack bars, gymnasiums, swimming pool, sauna, recreational facilities and other common areas. If the employee has an associated communicable disease, restrictions may be applied in accordance with established public health practices.

Harassment: As a result of the fear, anxiety, and anger that many people feel in reaction to AIDS, individuals who are either known to be or suspected of being infected with HIV may be subjected to external emotional and/or physical abuse. NKU condemns all such occurrences as intolerable and responds to them quickly and effectively through existing personnel policies and procedures.

Confidentiality of Information:

Need to Know: Individuals known or suspected to have HIV infection have sometimes been victims of discrimination and physical or psychological abuse, imposed by others. The potential for discrimination and mistreatment of these individuals, and of those thought to be at risk of infection, requires that information concerning any aspect of HIV infection be handled with extraordinary care and confidentiality.

In general, it is recommended that no specific or detailed information concerning complaints or diagnosis be provided to faculty, staff, or administrators, without the expressed written consent of the individual in each case.

The number of people in the institution who are aware of the existence and/or identity of employees who have HIV infection should be kept to an absolute minimum, both to protect the confidentiality and privacy of the infected individual and to avoid the generation of unnecessary fear and anxiety within the University community. There is absolutely neither medical nor other reason for institutions to advise the University community of the presence of individuals with HIV infection.

The duty of health care providers and institutional officials to protect the confidentiality of the identity individuals with HIV is paramount. This responsibility may not be abrogated except as required by law.

Medical History: NKU officials shall not ask employees to respond to questions about the existence of HIV infection. Employees with HIV infection are encouraged to inform the campus health nurse to enable the institution to provide support, appropriate referral and education. This, like any other medical information, shall be handled in a strictly confidential manner in accordance with the procedures and requirements in effect at NKU.

Secondary Lists or Records: Neither the health care providers nor other institutional officials shall generate lists or logs identifying individuals tested for the HIV antibody or known to be infected with HIV. NKU shall adopt procedures to keep confidential any such information or other identifying information received from non-university sources.

Release of Information: No person, group, insurer, employer, or institution shall be provided any medical information of any kind without the prior written consent of the individual with HIV infection unless required by law. Given the possibility of unintended or accidental compromise of the confidentiality of such information, health officers should carefully weigh the importance of including any specific information about the existence of known HIV infection in the ordinary medical record except when circumstances of medical necessity mandate it. At minimum, the inclusion of any information regarding HIV infection in the medical record shall be discussed with the individual prior to its entry.

Health Issues:

HIV Antibody Testing: NKU shall not undertake programs of mandatory testing of individual's for the antibody to HIV. NKU health services is familiar with sources of testing for the antibody to HIV and is able to refer individuals requesting testing to appropriate sources. Confidentiality of individuals requesting testing is maintained.

Safety Precautions: NKU shall adopt safety guidelines as proposed by the United States Public Health Service for the handling of the blood and body fluids of all persons, not just those previously known to have HIV infection. These "universal precautions" are necessary because many people with HIV infection are not identified in advance. The use of these precautions substantially decreases, but does not eliminate, the risk of infection.

These guidelines shall be established for all areas in which contact with blood and/or other body fluids are possible. These areas include but are not limited to teaching laboratories, restrooms, maintenance and construction sites, residential

and recreational facilities, and emergency medical sites.

II. ENTITIES AFFECTED

Faculty and Staff

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
New Policy	5/10/1984
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	