

HIV/AIDS POLICY

The purpose of this policy is to provide guidance for dealing with work situations involving employees who have, or are perceived to be at risk of acquiring, any of the following:

- Acquired Immune Deficiency Syndrome (AIDS)
- Human Immunodeficiency Virus (HIV) Infection or
- HIV-related illness, as defined by the Connecticut General Statutes Section 19a 581.

The term HIV/AIDS as used here should be understood as encompassing all of the above.

Southern Connecticut State University recognizes its obligation to provide a safe and healthy work environment and to ensure nondiscriminatory treatment of all employees. It is our policy that individuals with HIV/AIDS will be treated with the same compassion and consideration given to any employee with a health problem. No person will be treated differently in the workplace as a result of having or being perceived as having HIV/AIDS. Employees are expected to work with co-workers and any other individuals who have HIV/AIDS. Managers and supervisors should be sensitive to employee concerns about the transmission of HIV/AIDS in the workplace and assist in providing educational resources regarding this subject. Any employee, however, who has unwarranted fears of exposure to HIV/AIDS in the workplace will not be allowed to refuse to work with anyone with HIV/AIDS.

It is unacceptable for any employee to start or spread rumors regarding situations involving HIV/AIDS that may affect the privacy, dignity, and well-being of others. Behavior of this nature will not be tolerated at Southern Connecticut State University.

Present or prospective employees will not be required to submit to an HIV-related test for the purpose of assessing their ability for employment or continued employment. Any employee with HIV/AIDS has the right to continue working as long as job duties can be performed satisfactorily. Under the guidelines of the Americans with Disabilities Act of 1990, managers and supervisors will make reasonable accommodations in job assignments as necessary for employees affected with HIV/AIDS.

The University's policy is intended to be consistent with the Connecticut HIV/AIDS Testing and Confidentiality Law of 1989, C.G.S. Sections 19a-585 through 592, inclusive. The identity of any employee with HIV/AIDS will remain confidential. HIV/AIDS related information cannot be disclosed without the written consent of the employee.

If any HIV/AIDS-related information (i.e. HIV counseling and testing or AIDS-related information, records, or diagnosis) concerning an employee is received at Southern Connecticut State University, these records will be maintained in the Office of Human Resources in a secure area, apart from the employee's personnel file.

Disclosure of such information will be made only with the explicit authorization of the individual employee. Any unauthorized disclosure by an employee may result in disciplinary action consistent with collective bargaining agreements and State law and regulations.