TO: The University of West Florida Community

FROM: Dr. Morris Marx, President

SUBJECT: HIV AIDS Policy

Policy/Purpose: To articulate UWF HIV AIDS policy

To comply with Chancellor’s Memorandum CM-K-01.00-08/96 which stipulates:

Each university shall implement a comprehensive program that provides education, information, and activities relating to human immunodeficiency virus (HIV) infection, and acquired immune deficiency syndrome (AIDS). Institutional programs shall comply with the Americans with Disabilities Act of 1990, 42 USC 12101 et seq., and federal regulations implementing said acts and shall include the dissemination of information to students and employees related to known modes of transmission, signs and symptoms of infection, associated risk factors, and procedures to control the spread of infection. Each institution shall designate HIV/AIDS counselor(s) to answer questions and provide counseling to students and employees. The name, telephone number, location, and hours of availability of the HIV/AIDS counselor(s) shall be included in the university’s student and employee handbooks.

and to accomplish the purposes and specific responsibilities of the HIV/AIDS Committee, stipulated in its charter, which states:

PURPOSE:
1. To make recommendations to the University President concerning effective education of the University community about the nature and transmission of HIV and the legal rights of persons living with or affected by HIV/AIDS.
2. To make recommendations to the University President concerning the workplace policy of the University of West Florida.

SPECIFIC RESPONSIBILITIES:
1. To review annually a UWF HIV/AIDS Workplace Policy.
2. To coordinate and monitor University efforts in educating the University community concerning HIV/AIDS transmission and prevention.
3. To make recommendations to the President concerning HIV/AIDS policy issues regarding members of the University community.
4. To refer complaints of discrimination or requests for accommodation by those living with or affected by HIV/AIDS to the Equal Opportunity and Diversity Office and/or the Office of Student Disabled Services.
5. To designate HIV/AIDS Counselor(s) available to students and employees to provide
6. To issue an annual written report to the University President. [,] the HIV/AIDS Committee details the following UWF HIV/AIDS Policy:

I. Discrimination

The University of West Florida does not discriminate against a qualified individual with HIV/AIDS with regard to instructional participation, job applications, hiring, advancement, discharge, compensation, training, or other terms, conditions, or privileges of student status or employment. Complaints of discrimination or requests for accommodation by those living with or affected by HIV/AIDS shall be referred to the University of West Florida Equal Opportunity and Diversity Office or the Office of Student Disabled Services. The Equal Opportunity and Diversity Office or the Office of Student Disabled Services will work in consultation with the HIV/AIDS Committee to resolve complaints of discrimination or requests for accommodation. The confidentiality, privacy, and information contained in any complaints or requests for accommodation will be maintained by the HIV/AIDS Committee.

II. Desire and Ability to Work/Pursue Education

The University of West Florida recognizes and supports, through reasonable accommodation, that employees and students with HIV/AIDS may wish to continue to engage in as many of their normal pursuits as their illness allows, including work and/or instructional participation.

III. Acceptable Performance Standards

The University of West Florida is sensitive to the health concerns of employees and students living with HIV/AIDS. As long as they are able to perform essential job functions and/or pursue studies, their HIV/AIDS status will remain irrelevant to their status as a student or employee.

IV. Reasonable Accommodation

The University of West Florida will provide reasonable accommodation, including those in accordance with the Americans with Disabilities Act for employees and students with HIV/AIDS. The University of West Florida will provide accommodation for students through the Office of Disabled Student Services.

V. Confidentiality and Privacy

An employee’s or student’s medical information is personal and will be treated by the University of West Florida as confidential. Necessary precautions will be taken to protect information regarding an employee’s or student’s health records.
VI. University Community Education

The University of West Florida is committed to HI V/AIDS prevention and education for all members of the university community: students, faculty, and staff.

VII. HIV/AIDS Counselors

The University of West Florida designates the University Health Educator(s) (University Health Center) and the University Physician(s) (University Health Center) as HIV/AIDS counselors, available to employees and students to provide information, counseling, and referral services.

VIII. Access to Testing and Prevention Resources

The University of West Florida is committed to provide access to HI V/AIDS testing and prevention resources.

IX. HIV/AIDS Policy Review

The University of West Florida is committed to a responsive and responsible HI V/AIDS Policy. To that end, the University of West Florida HI V/AIDS Policy shall be reviewed on an annual basis by the HIV/AIDS Committee.

X. HIV/AIDS Committee

The charge of the University of West Florida HIV/AIDS Committee will be:

1) to promote the effective education of all members of the University community about the nature and transmission of HIV/AIDS. To this end, the committee shall work with the President and appropriate University agents to assure resource allocation and the delivery of quality HI V/AIDS training program for students and staff members. As a part of these efforts, the HI V/AIDS Committee will strive to make free anonymous HI V/AIDS testing and counseling services regularly available on campus. In addition, the HI V/AIDS Committee will also provide for a free condom distribution program, assuring person of anonymous and easy access to condoms campus-wide. The HI V/AIDS Committee will also publicize HI V/AIDS information contact persons and organization in student and staff publication on a regular basis,

2) to advocate the protection of the legal rights of persons living with or affected by HIV/AIDS by assisting the UWF EEO and Diversity Office and the Office of Disabled Student Services with the resolution of any complaints filed by persons living with or affected by HIV/AIDS,

3) to review annually the HIV/AIDS policy of the University of West Florida,
and

3) to submit an annual report to the University President. This report shall include a synopsis report and evaluation of the committee’s efforts and suggestions for program improvements.

Approved:  

Dr. Morris L. Marx, President

Date: 11/99