

<b>FLORIDA</b>	<b>OFFICIAL</b>
<b>POLYTECHNIC</b>	<b>UNIVERSITY</b>
<b>UNIVERSITY</b>	<b>POLICY</b>

<b>Subject/Title:</b> HIV and AIDS Information
<b>FPU Policy Number:</b> FPU-1.0124P
<input checked="" type="checkbox"/> <b>New Policy</b> <input type="checkbox"/> <b>Major Revision of Policy</b> <input type="checkbox"/> <b>Minor Technical Revision of Policy</b>
<b>Date First Adopted:</b> August 24, 2015
<b>Date Revised:</b>
<b>Responsible Division/Department:</b> The Office of the President
<b>Initiating Authority:</b> Randy K. Avent, President

**A. APPLICABILITY/ACCOUNTABILITY:** This policy applies University-wide.

**B. POLICY STATEMENT:** The University is committed to fostering the well-being of its faculty, staff and students. Accordingly, in compliance with the requirements of Florida law, the University provides for instruction, information and activities regarding human immunodeficiency virus (“HIV”) infection and acquired immune deficiency syndrome (“AIDS”). For purposes of this policy, an individual infected with HIV is one who: is shown by appropriate testing to have antibodies to HIV or its antigens in blood fluids or tissues and has either of the following: an identified opportunistic infection or a T4 lymphocyte (a type of blood cell) count of less than 200 per micro liter of blood.

1. The University Committee on HIV/AIDS. The University Committee on HIV/AIDS is appointed by the President on an as needed basis and chaired by the Director of Student Affairs/designee. The Director of Student Affairs/designee is responsible for monitoring developments with regard to HIV/AIDS, acting upon and administering the policies of the Florida Department of Education Division of Colleges and Universities and the University concerning HIV/AIDS and coordinating the University’s efforts in educating the University community on the nature and prevention of the disease. In addition, the University Committee on HIV/AIDS meets as needed to consider special problems related to HIV/AIDS that require University action.
2. Education. The Director of Student Affairs/designee provides education about HIV/AIDS that seeks to prevent the spread of HIV infection. The instruction, information, or activities emphasize:
  - a. the known modes of transmission of HIV infection and AIDS;
  - b. the signs and symptoms;
  - c. the associated risk factors;
  - d. the universal precautions to prevent infection; and
  - e. actions to control the spread of HIV/AIDS;

The University encourages those at risk for HIV infection to get tested and encourages those who are infected to seek treatment and obtain early intervention that can be crucial to maintaining well-being and delaying complications of illness. For additional information see [www.aids.gov](http://www.aids.gov).

3. Services. Once the University is aware, the University assesses the needs of students or employees with HIV infection on a case-by-case basis. Upon the request and with the permission of the affected student, the Student Health Clinic will assist in the coordination of resources and service for students. In keeping with the Americans with Disabilities Act, the University considers HIV/AIDS to be a disability.
  - a. Students. Students with HIV/AIDS who wish to identify themselves as a person with a disability in order to obtain a reasonable accommodation, should submit a Request for Disability Services form to the Office of Disability Services (“ODS”) and follow the procedures for requesting accommodations. If eligible, the ODS will determine reasonable accommodations as ODS does for any disability and such accommodations may include permission to have excused absences from class beyond what the instructor already allows for every student and permission to take regular breaks during class or tests, among other possible accommodations.
  - b. Employees. Employees with HIV/AIDS who wish to identify themselves as a person with a disability in order to obtain a reasonable accommodation, should contact their supervisor and make their request for an accommodation known and follow the directions of their supervisor/Human Resources for providing medical documentation.
4. Confidentiality. HIV information is confidential and will be treated as such by University employees. If a University employee breaches confidentiality, the employee will face disciplinary action up to and including termination.
5. No discrimination. Based on current medical information concerning risk of infection, the University does not isolate persons with HIV infection or AIDS from other individuals in the educational or work setting. Furthermore, the University supports the individual’s continued participation, to the fullest extent reasonably possible, in the campus education/work environment. Individuals with HIV/AIDS will not be excluded from enrollment or employment or restricted in their normal responsibilities or access to University services or facilities due to their HIV/AIDS status, unless individual medically-based judgments establish that exclusion or restriction is necessary for the welfare of the individual or of other members of the University community. In preparing a response to or plan for the specific requirements of an individual with HIV/AIDS on campus, the University considers the individual, the University and the University community and obtains professional opinions and review public health guidelines including, but not limited to, those prepared by the Centers for Disease Control (CDC), American College Health Association (ACHA), and Florida Department of Health Bureau of HIV/AIDS. The University does not discriminate against otherwise qualified HIV/AIDS-infected applicants, students, or employees.

POLICY APPROVAL

Policy No.: FPU-1.0124P

\_\_\_\_\_  
Initiating Authority

\_\_\_\_\_  
Date

\_\_\_\_\_  
Policies & Procedures Review Committee Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
President/Designee

\_\_\_\_\_  
Date

Approved by FPU BOT, if required

\_\_\_\_\_  
Date

**EXECUTED SIGNATURE PAGES ARE AVAILABLE IN THE  
OFFICE OF THE GENERAL COUNSEL**