

## **SOUTHWEST MINNESOTA STATE UNIVERSITY**

### **POLICY ON AIDS**

The following policy and guidelines are provided in order to prevent the spread of the AIDS virus, to reduce fears and dispel myths, and to create an informed and supportive campus community. The policy and guidelines are based on the most currently available medical information obtained from several sources including the Task Forces of the American College Health Association, Minnesota Department of Health, Minnesota Department of Education, Public Health Service, and the Center of Disease Control.

#### **POLICY**

1. Southwest Minnesota State University shall establish an AIDS Task Force committee to plan a comprehensive educational program and to develop administrative procedures that address campus issues related to the AIDS virus. The AIDS Task Force should be broadly representative of the campus community in order to be able to address the medical, personal, administrative, and legal issues associated with the disease. Where appropriate and necessary, procedures developed should be consistent with provisions specified in collective bargaining agreements for employees, the State of Minnesota" policy statement regarding Aids in the workplace and the SMSU Student Handbook.
2. Southwest Minnesota State University shall develop and implement a comprehensive AIDS education program for students and employees. The implementation of an effective education program, based on current medical evidence, provides the best way to dispel fears associated with AIDS in an academic and employment environment.
3. Southwest Minnesota State University will not discriminate against any individual, applicant, client, student, or employee because he/she may have AIDS or an AIDS-related condition. AIDS will be viewed the same as any illness in the campus community. University procedures will be developed to evaluate individual circumstances and to respond to persons with AIDS or AIDS-related conditions on a case-by-case basis.

#### **GUIDELINES**

1. Current knowledge indicates that students or employees with AIDS, AIDS-Related Complex, or a positive HTLV-III antibody test do not necessarily pose a health risk to other students or employees in an academic setting. Students and employees with AIDS, AIDS-Related Complex, or a positive HTLV-III antibody test should be offered regular classroom attendance, working conditions, and participation in extracurricular activities in an unrestricted manner as long as they are physically and psychologically able to do so, and that their condition is not a threat to themselves or others.
2. In instances when students with special medical problems or conditions may potentially pose more risk of AIDS transmission to others and/or have a immuno-deficiency that result in greater risk of encountering infectious agents in the University community, a consultation team of physicians, county and state health officials, family and appropriate University personnel will consider each case or situation on an individual basis.

3. No employee shall be required to submit to any test to determine whether he/she has an AIDS-Related Condition as a requirement to begin or maintain employment with the State of Minnesota. The state recognizes that employees with AIDS or AIDS-Related Conditions may wish to continue working. As long as employees are able to meet acceptable performance and attendance standards and medical evidence indicates that their condition is not a threat to themselves or others, employees shall not be denied continued employment solely because of their medical condition. If determined necessary, an effort will be made to modify an employee's duties based on medical recommendations of the employee's and/or state's physician. Such determinations shall be made on a case-by-case basis.
4. Southwest Minnesota State University further recognizes that a student's and employee's health condition is personal and confidential. In the event of an absence from school or work because of an AIDS-related illness, the same confidentiality requirements that apply to any medical condition apply. Therefore, reasonable steps will be taken to protect such information from being disclosed inappropriately.