

Memo To: All UH-Downtown/PS Holders

UH-Downtown/PS 02.A.07

From: Max Castillo, President

Issue No. 3

Effective date: 09/20/06

Page of 1 of 2

Subject: Acquired Immune Deficiency Syndrome (AIDS) Policy

## **1. PURPOSE**

1.1 This PS establishes University of Houston - Downtown (UHD) policy with regard to Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex diseases (ARC), and HIV-positive. The University acknowledges its responsibility to promote a safe, healthy and supportive campus community. To that end, its primary response is to educate its students and employees about the disease.

## **2. DEFINITIONS**

2.1 Acquired Immune Deficiency Syndrome, or AIDS, is the most severe form of infection caused by a virus called Human Immunodeficiency Virus (HIV). This virus causes a breakdown of the body's immune system. As a result, a person with AIDS can acquire a variety of infections that can be fatal.

2.2 AIDS-Related Complex, or ARC, describes a less severe condition in which the individual is infected and develops immune abnormalities. In the early stages, people with ARC may appear healthy but can transmit the virus to others. In some cases, the immune response deteriorates until the individual develops the unusual infections which characterize the condition known as AIDS.

2.3 A positive test for HIV indicates that the person has had contact with the virus and could transmit the disease even though symptoms are not exhibited.

## **3. POLICY**

3.1 UHD is committed to a policy of non-discrimination in the admission and enrollment of qualified students and the employment of qualified University personnel. This commitment applies to students and employees identified as HIV-positive or as having ARC or AIDS.

3.2 Individuals who are HIV-positive or who have been diagnosed with ARC or AIDS are disabled if the disease results in an impairment which substantially limits one or more major life activities. All policies that apply to people with disabilities also apply to people with communicable and infectious diseases, including the requirement for a reasonable accommodation to the known limitations of an otherwise qualified applicant.

3.3 Employees will not be discharged with the express purpose of deprivation of employee benefits once it is known that they have AIDS, ARC, or are HIV-positive.

3.4 Students or employees of the university with transmissible diseases, including those testing HIV-positive, are obligated to protect the welfare of the University community.

3.5 The University, recognizing its primary role as educational, will provide advice, information, assistance and referral to students and employees concerning AIDS, ARC, and HIV-positive. Programs and written materials will be made available through Student Health Services (SHS), Employment Services and Operations (ESO) and the university's Wellness Committee. Additional written materials will be available in the Student Life Center, Library, and other strategic locations.

3.6 The university's policy on AIDS will be published in the student handbook and the faculty and staff handbooks.

3.7 Students or employees who identify themselves to any university official as having AIDS, ARC, or testing HIV-positive should be encouraged to inform SHS or ESO in order to receive proper medical advice, counsel, or referral. Their identities shall remain confidential in all instances.

3.8 The SHS will arrange for HIV anti-bodies testing for students and employees upon request by the individual seeking the test. All testing is conducted confidentially and includes pretest and post-test counseling and education according to the guidelines established by the Texas Department of Health and the American College Health Association.

#### 3.9 Release of Information to the Public.

3.9.1 The Office of Communications and Marketing will coordinate the release of information regarding University policy and programs to off-campus inquiries and will consult with appropriate departments and offices regarding the information to be released.

### **4. REVIEW PROCESS**

Responsible Party: (Reviewer): Vice President for Student Services and Enrollment Management and Vice President for Employment Services and Operations

Review: Every other year on or before September 1<sup>st</sup>.

Signed original on file in Employment Services and Operations

### **5. POLICY HISTORY**

Issue #1: 04/27/90

Issue #2: 08/9/99

### **6. REFERENCES**

University of Houston-Downtown PS 02.B.10

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Page 1 of 1

## **PROCEDURES**

There are no procedures associated with PS 02/A.07.