



SUBJECT: HIV/AIDS Policy	Effective Date: 11-16-15	Policy Number: 6.2	
	Supersedes: Presidential Memorandum #83	Page 1	Of 2
	Responsible Authority: Executive Director, Health & Wellness		

APPLICABILITY/ACCOUNTABILITY:

This policy is applicable to all members of the University community, including all applicants, students, faculty and staff and all visitors, contractors and guests at the University or any of its campuses, facilities or events. This policy is intended to comply with Section 1006.68, Florida Statutes.

POLICY STATEMENT:

This policy establishes guidelines for the provision of instruction, information, and activities regarding human immunodeficiency virus (HIV) and acquired immune deficiency syndrome (AIDS). Students, employees, and applicants for admission or employment at the University who have or who may become infected with HIV/AIDS will not be excluded from enrollment or employment or restricted in their normal responsibilities and access to University services or facilities due to their HIV/AIDS status, unless individual medically based judgments establish that exclusion or restriction is necessary because the individual poses a significant risk of substantial harm to the health or safety of the University community.

Persons who are suspected or known to have an HIV infection are encouraged to seek expert medical advice. The confidentiality of the identity of each individual, as well as the individual's welfare, will be respected. Employees whose duties give them access to confidential information regarding employees or students who have an HIV infection are required by law to keep such information confidential. Breach of confidentiality of information obtained by a University employee in an official University capacity may result in disciplinary action.

The University provides education that seeks to prevent the spread of HIV infection. In order for this education to be comprehensive, it is disseminated through various means including verbal instruction, written materials, and online information. This education includes instruction, information and activities emphasizing the known modes of transmission of HIV/AIDS, signs and symptoms, associated risk factors, appropriate behavior and attitude change, and means used

to control the spread of HIV/AIDS. Online educational resources are available at http://www.fau.edu/owlscare/caring_for_self/hiv_testing.php.

Those at risk for HIV infection are encouraged to get tested; those who are infected are urged to seek treatment. With current advances in HIV/AIDS treatment, early intervention can be crucial to maintaining well-being and delaying the complications of the illness.

The University will be guided in its implementation of this policy by current authoritative medical information, applicable federal and state law, and the guidelines suggested by the Centers for Disease Control, the Public Health Services, the American College Health Association, and the Florida Department of Health. Decisions will be made in compliance with the Americans with Disabilities Act (ADA) and the University's exposure control plan as set forth in the Occupational Safety and Health Administration (OSHA) Bloodborne Pathogens Standards.

Students seeking more information may contact Owls Care Health Promotion (561) 297-1048 or Student Health Services (561) 297-3512. University employees may contact Human Resources at (561) 297-3057. Confidential HIV testing services are available on campus at Owls Care Health Promotion (561) 297-1048, wellness@fau.edu, www.fau.edu/owlscare and Student Health Services (561) 297-3512, health@fau.edu, www.fau.edu/shs. Confidential counseling services are available on campus for students at Counseling and Psychological Services, (561) 297-3540 counselingcenter@fau.edu, www.fau.edu/counseling. Concerns may be addressed to Office of Equity, Inclusion, and Compliance, (561) 297-3004, www.fau.edu/eop or Office of the Ombuds, (561) 297-3693, ombuds@fau.edu, www.fau.edu/ombuds.

INITIATING AUTHORITY:

Executive Director, Health & Wellness

POLICY APPROVAL
(For use by the Office of the President)

Policy Number: 6.2

Initiating Authority

Signature: _____ Date: _____

Name: Dr. Kirk Dougher

Policies and Procedures

Review Committee Chair

Signature: _____ Date: _____

Name: Elizabeth F. Rubin

President

Signature: _____ Date: _____

Name: Dr. John Kelly

Executed signature pages are available in the Office of the General Counsel