1996

UA1B3 AIDS & You

WKU Health & Safety Committee
AIDS and You
Policies and Procedures
on Acquired Immunodeficiency Syndrome,
HIV Infection, and Related Issues
WESTERN KENTUCKY UNIVERSITY
As the AIDS epidemic continues to be a problem of growing proportion, faculty, staff, and students at WKU must be prepared to deal with concerns and questions about this issue. To help in this effort, this brochure, written by the University's AIDS Committee, seeks to inform the campus community about existing policies and guidelines developed to address this matter.

What policies exist to deal with AIDS and HIV infection at Western?

- Policy Statements
  - The university shall have an institutional committee on AIDS and HIV infection to: review policy and guidelines as new information becomes available; monitor efforts at educating the university community; and meet upon request to discuss individual cases or situations.
  - In order to ensure consistent, informed decision making, the director of the Student Health Service shall be the designated "Case Manager" for AIDS/HIV related situations. The Case Manager, in consultation with the chief physician, the university attorney, the institutional committee on AIDS and HIV infection, and/or others will gather and coordinate information, and make recommendations directly to the president.
  - The university shall develop and implement an AIDS education program for students and employees. The implementation of an effective education program based on current scientific evidence provides the best way to dispel fears and encourage safe behaviors.
  - Harassment, prejudice, and discrimination are unacceptable; the University will look for, notice, and respond to all three quickly and effectively. The university is committed to non-discriminatory treatment of faculty, staff, or students with any stage of HIV infection.
  - Medical and nursing staff at the Student Health Service will treat and/or refer (as medically warranted) individuals with HIV infection or related concerns under the supervision of the Chief Physician. Similarly, the staff of the Counseling Services Center will offer counseling and/or referral to individuals who are concerned or infected with HIV.
  - Consistent with existing policies regarding medical and psychological records, all information related to complaints, diagnosis, or treatment of HIV-related conditions is confidential. As such, this information is not released without the expressed, written permission of the patient/client.

In addition to the AIDS/HIV Policy, what other guidelines are available for university faculty, staff and students?

- Guidelines

The following guidelines are based on current epidemiological data indicating that students and employees with HIV infection do not pose a health risk to other students and employees in an academic setting.

A. General

1. Students and employees with HIV infection will be afforded normal classroom attendance, working conditions, and the opportunity to participate in cocurricular and extracurricular activities in an unrestricted manner as long as they are physically and mentally able to do so.

2. Consideration of the existence of HIV infection will not be part of decisions regarding admission or employment.
3. The University will not undertake mandatory programs of testing either students or employees for HIV or antibodies to HIV.

4. The University will not restrict the access of persons with HIV infection to residence halls, libraries, student centers, social, cultural and athletic events, dining areas, gymnasiums, swimming pools, recreation facilities, or other common areas.

5. No University employee will keep, or direct others to keep any listing identifying individuals tested for HIV, or known or believed to be infected with HIV.

6. Requests by employees to be excused from fulfilling assigned responsibilities which require working with a person who has HIV infection will be denied.

7. If an employee or student has concerns about the presence of a person with HIV infection, that individual should be referred to the Director of the Student Health Service or his designate.

B. Housing

1. The University will not discriminate against students with HIV infection with regard to University housing.

2. Room assignments and roommate selection will be made consistent with established procedures.

3. The University will provide residence hall staff with education about HIV infection and AIDS prior to the arrival of new students each term or upon employment.

4. Insofar as possible, and depending on the individual medical and social circumstances in the case, the University will grant the voluntary request of an immunodeficient student for a private room.

5. Students or staff in a residence hall will not be advised of the presence of a person with HIV infection.

C. Health Care

1. Special precautions to protect the health of immunodeficient individuals will be made available. These include communicable disease alerts, encouragement to inform Student Health Service staff about immunodeficient conditions, and/or other feasible measures warranted to help protect the health of these individuals.

2. The Student Health Service does not offer HIV or HIV antibody testing at this time. However, information is available at the Student Health Service. Individuals requesting to be tested will be apprised of the availability of counseling and testing through the Barren River District Health Department and/or other appropriate providers.

3. Given the possibility of unintended or accidental compromise of the confidentiality of information, health care providers will carefully weigh the importance of including any specific information regarding HIV infection in the ordinary medical record, except when circumstances of medical necessity require it. At minimum, the inclusion of any information regarding HIV infection in the medical record will be discussed with the patient prior to its entry.

4. The unauthorized intentional disclosure of confidential medical information by University employees will lead to disciplinary action consistent with existing personnel policies.

5. The University will strictly observe public health reporting requirements. AIDS and HIV are now reportable in the Commonwealth of Kentucky.
6. The availability of support services such as counseling, assistance in locating and using social services, and referrals for further assistance will be made known to concerned individuals.

D. Safety Precautions

1. The University will adopt safety guidelines as proposed by the United States Public Health Service for the handling of the blood and body fluids of all persons.

2. Surfaces contaminated by blood or other body fluids will be cleaned and disinfected with commercial disinfectant or with household bleach, freshly diluted in a 1:10 solution.

3. The University will use disposable, one-use needles and other equipment whenever such equipment will puncture the skin or mucous membranes of the patient/student. Puncture proof containers will be used for disposal of needles and sharps.

4. The University will require adherence to the United States Public Health Service and Centers for Disease Control guidelines for the handling of blood and body fluids of all persons in teaching laboratories. Laboratory courses requiring exposure to blood, in which blood is obtained by needle prick for typing or examination, will use disposable equipment, and no lancets or other blood-letting devices will be reused or shared. No students, except those in health care profession schools, will be required to obtain or process the blood of others. Puncture proof containers will be used for disposal of needles or sharps.

5. Facilities for students participating in field work experience will be in compliance with the Centers for Disease Control and Occupational Safety and Health Administration (OSHA) standards for “universal precautions.”

6. The Department of Food Services will ensure that all food service workers follow the Centers for Disease Control’s recommended standards for “exercising care in the handling of food”. Any food tainted with blood or other bodily fluids must be discarded.

7. Staff of the campus child care center will be familiar with and follow the Centers for Disease Control recommendations on the education and care of children with HIV infection.

If I have more questions, how can I get help?

It is impossible to address all the issues surrounding HIV infection and AIDS in a brochure. Copies of relevant documents, brochures, and other materials are available through the Student Health Service which is in the L.Y. Lancaster Wing of the Academic Complex (telephone 5641).