

Palm Beach State College

Board Policy

TITLE	AIDS Rule	NUMBER 6Hx-18-5.82
LEGAL AUTHORITY	1001.64 FS, 1001.65 FS	PAGE 1 of 1
DATE ADOPTED/AMENDED	Adopted 8/23/1989, Amended 5/12/2009	

The College will maintain an appropriate balance between the rights of individuals with AIDS and AIDS related diseases and the rights of employees to an environment in which they are protected from contracting the disease.

For the purpose of this policy an “infected individual” is defined as a person with Acquired Immune Deficiency Syndrome (AIDS) or testing positive for Human Immunodeficiency Virus (HIV).

The following practices are specifically prohibited:

1. Discrimination on the basis of a diagnosis of having AIDS or the positive testing for HIV.
2. The requirement that an individual take an HIV related test as a condition of hiring, promotion or continued employment unless it can be clearly demonstrated and documented that the absence of an HIV infection is a bona fide occupational requirement of the job in question.

If it is determined that an employee of the College is an infected individual, and the employee’s condition appears to pose a threat to other personnel, the condition will be reviewed by a committee consisting of the Executive Director of Human Resources, a public health care professional, and one other College employee appointed by the President. The committee will review the facts and recommend to the President whether or not action should be taken. “Reasonable accommodation” will be considered if it is determined that some type of action is required.

Reasonable efforts will be taken to safeguard the confidentiality of medical records or other information obtained by the committee.

The College will offer courses and has videos available in its media centers for College employees to obtain information on AIDS/HIV. The Student Handbook will also provide information on AIDS/HIV education or identify other sources of AIDS/HIV information