

University of Cincinnati



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To: Members of the University Community

I am pleased to forward to you a revised copy of our Policy #102 on HIV/AIDS. The policy was developed by the University of Cincinnati AIDS Task Force, under the chairmanship of Dr. Evelyn V. Hess.

This policy was formulated by the Task Force to provide basic information regarding AIDS and the University AIDS policy.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. A. Steger', with a long horizontal flourish extending to the right.

Joseph A. Steger
President

UNIVERSITY OF CINCINNATI POLICY ON HIV AND AIDS

Revision Date: May 13, 1991

INTRODUCTION

Acquired Immune Deficiency Syndrome continues to be a cause for great concern by our society. The disease has generated significant social, economic and legal issues. Among these are education, employment-related and infection control issues that arise with faculty, employees or students who have AIDS, AIDS like syndrome, or who test HIV antibody positive.

Finally, it must be recognized that in the case of the University of Cincinnati which is an instrument of the State, perceptions of the public about the University and the effect of University institutional policies and practices upon public perceptions must be considered in the development of these policies and procedures.

OBJECTIVE

In developing a policy concerning AIDS the University of Cincinnati seeks to optimize the following objectives:

1. To protect the rights and welfare of patients, faculty, employees, students and other members of the public who have contact with the University;
2. To maintain the University's ability to carry out its mission in the community;
3. To maintain ethical and moral values associated with the institution and with the various professions functioning within or educated by the institution.

To meet these objectives, it is important to recognize what is known about HIV transmission. Based upon available evidence HIV infection does not spread through casual contact but rather requires intimate sexual contact, direct exchange of body fluid, sharing intravenous needles or transfusion of infected blood or blood products, and may be transmitted from an HIV positive mother to her baby. Inadvertently, health and other professionals might be exposed through needlesticks and contact with blood and body fluids.

The likelihood that more knowledge about AIDS will be acquired over time means that any policy dealing with issues related to AIDS will have to be regularly reviewed for consistency with current knowledge.

PRINCIPLES

1. AIDS is an infectious disease. As such and to the extent possible, the University will be guided by its existing practices and recommendations concerning infectious diseases in making decisions regarding AIDS, AIDS like syndromes, or HIV antibody positivity;
2. The University can best satisfy the objective stated previously when a faculty member, employee or student who is infected with AIDS or AIDS like syndromes or who tests HIV antibody positive, is willing to inform the appropriate student or employee health service that he or she is infected. University policies, by their very nature, should not discourage a faculty member, employee or student from contacting the appropriate health service, private physicians or the office of the Senior Vice President and provost for Health Affairs;
3. A faculty member, employee or student with an infectious disease has an obligation based upon welfare of patients and fellow faculty members/employees and students to prevent the spread of the infection;
4. The University's commitment to non-discriminatory treatment will be a guide for faculty member/employee, and student identified as HIV antibody positive, or as having AIDS like syndromes or AIDS.

DEFINITIONS

HIV Antibody Positive - a person who has serum antibody to Human Immunodeficiency Virus (HIV) as confirmed by reliable testing.

AIDS Like Syndromes - refers to the existence of signs or symptoms which cannot be explained other than by HIV infection.

AIDS - Acquired Immune Deficiency Syndrome as defined by the Center for Disease Control (CDC).

HIV Infection - any of the above.

Appropriate Health Service - Medical Center Health Service (Pav H)
- Student Health Service (Scioto Hall)

POLICIES - APPLICABLE TO ALL UNIVERSITY OF CINCINNATI FACULTY, EMPLOYEES AND STUDENTS.

- A. A faculty member/employee/student with AIDS will be dealt with in a way that is consistent with existing practices applicable to infectious diseases. A faculty member/employee/student who suspects he/she is HIV infected is obligated to report this to the appropriate health service and to take steps to prevent spread of the infection.

- B. If the appropriate health service becomes aware and reasonably confirms that a faculty member/employee/student is HIV infected, whether the faculty member/employee/student reports it or knowledge is acquired through another means, the appropriate health service is to take the following steps:
1. assess whether the faculty member/employee/student may continue to perform his/her work and/or whether any limitations should be placed upon work responsibilities; such assessment should be based upon the faculty member/employee/student's ability to perform the work safely and effectively;
 2. educate the faculty member/employee/student about risks to himself/herself and about risks to fellow faculty members/employees/students, members of the campus community and members of the public;
 3. educate the faculty member/employee/student about appropriate safety precautions;
 4. advise the faculty member/employee/student about appropriate medical and physical evaluation;
 5. document the accomplishment of the above 4 steps in the individual's chart in the appropriate health service.
- C. When the faculty member/employee/student, who is HIV infected, is not allowed or is unable to continue current job responsibilities, the responsible manager, in consultation with the appropriate health service, is required to explore accommodations in job responsibilities that reasonably can be made for the faculty member/employee/student.
- D. An appropriately selected group of physicians and health care representatives, and others with expertise as needed, will be available to the health services to provide assistance in the evaluation of the individual faculty member/employee/student to determine risks to them, and/or to other faculty members/employees/students. The faculty member/employee/student's private physician should be involved in the evaluation and decision.
- E. It should be recognized that faculty and employees have fair process procedures available to them through the University policies and collective bargaining agreements. These policies are available in departmental and personnel offices.
- F. A faculty member/employee/student who is HIV antibody positive or has AIDS like syndromes or AIDS shall have his/her health status regularly monitored by a health service physician at appropriate intervals as determined by the appropriate health service.

- G. In conjunction with faculty members/employees/student's primary care physician, all legal requirements of the State of Ohio for reporting HIV antibody positivity, AIDS like syndromes or AIDS will be strictly followed (appendix 1).
- H. The appropriate health service shall treat as confidential all information including the identity of a faculty member/employee/student who is HIV antibody positive or has AIDS like syndromes or AIDS. The identity of such a faculty member/employee/student should not be disclosed to a responsible manager without the faculty member/employee/student's consent, unless:
1. such disclosure is necessary for implementation of safety precautions or job restrictions; or
 2. the faculty member/employee/student is not likely to comply or is not complying with job restrictions, safety precautions or monitoring.

SCREENING

It is not recommended that mass screening of faculty, employees and students for presence of HIV antibody be undertaken at this time. This recommendation applies to pre-employment or pre-admission screening as well as to screening during employment or during enrollment. However, it is recommended that the question of screening be regularly reviewed.

EDUCATION

At the present time, education about AIDS and how it is communicated is the best means available to prevent spread of the disease. Therefore, the University should maintain a widespread, general education program about AIDS for University faculty, employees and students.