

FRANCIS MARION UNIVERSITY
Human Resources Office

SUBJECT: AIDS and HIV Policy

Revised: 3/16/95

Revised: 2/1/02

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS) AND HUMAN IMMUNODEFICIENCY VIRUS INFECTION (HIV) POLICY

THE LANGUAGE USED IN THIS POLICY DOES NOT CREATE A BINDING EMPLOYEE CONTRACT BETWEEN THE EMPLOYEE AND THE UNIVERSITY. THE UNIVERSITY RESERVES THE RIGHT TO REVISE THE CONTENTS OF THIS POLICY, IN WHOLE OR IN PART.

POLICY

It is the intent of this policy to ensure that those individuals identified as having an HIV infection, an AIDS related complex (ARC) or a true case of AIDS will not be unlawfully discriminated against at Francis Marion University. However, the University reserves the right to make necessary reasonable accommodations without arbitrarily denying anyone's rights.

Overall, it is important that the entire University community (victims and non-victims) be protected from unnecessary risks; therefore, proper protective measures will be adopted as are reasonable based upon the latest medical and scientific research.

The University proposes to educate and communicate the most current information regarding HIV infection to students, faculty and staff as appropriate.

University officials are aware that all confidential medical information is protected by statutes and that any unauthorized disclosure of it may create legal liability. However, it is necessary under South Carolina law for the attending physician to notify the Department of Health and Environmental Control (DHEC) of any new HIV cases.

The University's designated official to respond to inquiries and to set guidelines for the release of information regarding HIV is the Vice President for Administration. The Vice President for Administration will make recommendations to the administration regarding HIV infected individuals on a case-by-case basis applying the most current available medical and legal information on the issue.