

# MANUAL OF POLICY

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**POLICY NUMBER:** II-87

**PAGE** 1 of 1


**POLICY TITLE:** All Personnel: Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) Guidelines

**LEGAL AUTHORITY:** FLORIDA STATUTES 1001.64(3)(b) and (18), 1006.50 and 1006.68; Rehabilitation Act of 1973 as Amended ; Americans with Disabilities Act of 1990

**DATE OF BOARD ACTION:** 5/23/89, 9/21/99, 10/23/01 and September 29, 2005

To establish a College policy regarding HIV and AIDS that informs College students and College employees of College guidelines affecting those diagnosed as infected with HIV and/or AIDS. This policy is subject to applicable laws, including the Americans with Disabilities Act and the Rehabilitative Act of 1973, as amended. Throughout this policy, "HIV" and "AIDS" shall be collectively referred to as "HIV".

MDC will offer its students and College employees diagnosed as HIV positive the same opportunities and benefits offered to other students and employees in accordance with Center for Disease Control (CDC) guidelines and appropriate laws. These include access to educational programs, advisement and counseling services, employment opportunities and financial aid. The College is committed to a policy of non-discrimination in the conditions and privileges of employment for those having been diagnosed as HIV positive, but who are otherwise qualified and able to perform the essential functions of the job. Except where course work or employment requires involvement with body fluids, no special policies, procedures or rules will be imposed on students or employees diagnosed with HIV that will limit or restrict the students' participation in College activities, programs or the employees' rights to employment, use of benefits or livelihood.

	9/29/05
<b>CHAIRMAN</b>	<b>DATE</b>