

MANUAL OF PROCEDURE

PROCEDURE NUMBER: 2408

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

STATUTORY REFERENCE: Florida Statutes 1001.64, 1006.50 and 1006.68; Rehabilitation Act of 1973 As Amended; Americans With Disabilities Act (ADA) of 1990 As Amended; Americans With Disabilities Act Amendments Act (ADAAA) 2008; Genetic Information Non-Discrimination Act (GINA)

BASED ON POLICY: I-21 Equal Access/Equal Opportunity
I-19 All Personnel: Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) Guidelines

EFFECTIVE DATE: November 8, 2005


LAST REVISION DATE: July 6, 2023; May 13, 2024; October 4, 2024

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PURPOSE

To provide College procedures guidelines related to students, applicants or employees who have or may have HIV/AIDS

- A. Miami Dade College is an equal access/equal opportunity institution which does not discriminate on the basis of sex, race, color, marital status, age, religion, national origin, disability, veteran's status, ethnicity, pregnancy, sexual orientation or genetic information. The College will not exclude students, applicants or employees with HIV, or its related conditions, or who may have HIV, from admission or employment or restrict their normal activities unless medically based judgements establish that restrictions are necessary for the welfare of the individual or the community.

	10/04/2024
PRESIDENT	DATE