

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(3) (b)(18), 1006.50 and 1006.68; State Board of Education Rules 6A-14.0247(6), (9); 6A-0262(7), (13); Rehabilitation Act of 1973 As Amended; Americans With Disabilities Act (ADA) OF 1990; 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: March 9, 2010

LAST REVIEW DATE: March 9, 2010

PURPOSE

To provide procedures for implementation of HIV/AIDS educational program for students and employees.

- A. The College will conduct HIV education programs for students and employees and will adopt such work and educational procedures as may be necessary to maintain and utilize universal disease control procedures as defined by the United States Center for Disease Control (CDC).
- B. The College will permit employees with HIV, or any of its related conditions, to continue to work and will provide reasonable accommodations, as long as the employee can perform the essential functions of the job and do not pose a direct threat to their own health or safety, or the health or safety of others.
- C. Employees who withhold services or who harass or otherwise discriminate against those with HIV will be subject to disciplinary action up to and including termination by the College.

	
3/09/10	
PRESIDENT	DATE