HIV/AIDS POLICY
The Ohio State University

The Ohio State University is committed to take every reasonable precaution to provide a safe environment for employees and students, to protect the rights and medical needs of its employees and students, and to provide a comprehensive and caring response to those with any form of HIV infection.

For the purposes of this policy, all forms of HIV infection, including AIDS, or perceived HIV infection will be regarded equally.

Current medical knowledge and experience establish that HIV infection does not pose a health risk in a usual academic or residential environment. HIV is not easily transmitted. Therefore, persons with HIV infection will not be excluded from enrollment or employment, or restricted in their access to University services or facilities, unless medically-based judgments in individual cases establish that some exclusion or restriction is necessary for the welfare of the individual or the University community.

HIV infection will be regarded as a disabling condition and this policy therefore acts in conjunction with applicable federal, state, local laws (e.g. American Disability Act, Sections 503 and 504 of the Federal Rehabilitation Act of 1973, and Section 4112 of the Ohio Revised Code) and University policies relating to harassment, discrimination, workplace accommodation and related University services. The University, pursuant to the Code of Student Conduct or University Personnel Policies, will take action against cases of discrimination or harassment based on a person's actual or suspected HIV status.

The University will review each case of HIV infection on a case-by-case basis in accordance with other provisions of this policy. It will be the responsibility of the Vice President for Human Resources/Relations to administer this policy as it effects employees of the University, and the Vice President for Student Affairs as it effects students. It is a priority of the University to protect and respect the confidentiality of the situation. Breach of such confidentiality will be acted upon.
Further, it is a priority of the University to provide education for its employees and students in order to prevent the spread of HIV infection and to increase our understanding of and compassion for those with HIV disease.

Further, this policy incorporates by this reference any HIV-related policies which are currently in place or come into effect with regard to specific activities or populations of the University (e.g. infectious disease policies of the University Hospitals, Residence and Dining Halls, child care facilities).