



Office of Human Resources

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To: Robert Haverkamp FAX 2-2820  
Business & Administration

Brad Myers FAX 2-7199  
Office University Registrar

From: Judy Fountain *JF*

Date: August 4, 1992

RE: AIDS Update

Attached is the draft policy that has been approved (for today) by Linda Tom and Helen Ninos and reformatted by Gay Hadley. As you can see there are a number of changes but the basic intent remains the same. Linda will announce the formation of a committee for oversight when she announces policy in the Fall, but she did not want that in policy.

The only unresolved issue is the one Robert and Mike Para addressed about the locus of responsibility for the students in the Health fields; medical, dental, etc. I suggest that I contact Ron St. Pierre and ask him to put a small group together including Mike Para and Dr. Kennedy. Robert would you join that group with me?

After you have reviewed the FAX please call me with any feedback.

Goal is to get this to the Board of Trustees for the September meeting.

**OHIO STATE COMMUNICATION**

**Subject: Revised AIDS Policy**

**Date: 5 August 1992**

**SENT BY FAX**

**From: Robert Haverkamp**

**To: Judy Fountain**

Thanks for the revised draft HIV/AIDS Policy.

What I got was the one page memo to Brad and me and a one-page policy. I assume that is everything you meant to send. I ask because the policy has a page number "1" at the bottom which can imply that there is more than just one page.

Anyway, my only major concern is with the first paragraph of the policy. It could be read as prohibiting only exclusion from employment rather than prohibiting exclusion and restriction. And it would appear to prohibit only exclusion (and possibly restriction) from employment only, rather than from promotion, benefits, working conditions, and other employment-related conditions.

To solve that, I would rewrite the first paragraph as follows:

Persons with HIV infection, in any form, will not be excluded from or restricted in enrollment, employment (including benefits, promotion, and other terms and conditions of employment), or access to University services or facilities unless medically based judgments in individual cases establish that some exclusion or restriction is necessary to protect the individual or the University community.

With respect to the issue of the locus of responsibility for specific policies in the health care areas, I would be happy to participate in the group you propose or in any other way you and others think beneficial. I would point out that this will involve more than just students; it involves policies for the Hospitals and clinics too.

Let me know what happens next.

c: Brad Myers (by FAX)

