

DRAFT 7/30/92

THE OHIO STATE UNIVERSITY
OPERATING MANUAL

Subject: HIV/AIDS

Applies to: University Faculty, Staff and Students

Policy

Persons with HIV infection in any form, will not be excluded from enrollment or employment or restricted in their access to University service or facilities, unless medically-based judgments in individual cases establish that some restriction is necessary to protect the individual or the University community.

With respect to HIV infection, The Ohio State University is committed: 1) to protect the rights of all members of the University community, 2) to educate students and the University community about HIV disease, 3) to provide a humane response to those with any form of HIV infections and 4) to take every reasonable precaution to provide a safe environment on campus.

Current medical knowledge and experience establish that HIV infection does not pose a health risk in ordinary academic, occupational or residential environments. HIV is not easily transmitted.

Policy Guidelines

A. Definitions

For purposes of this policy, the term "HIV infection" applies to all forms of HIV infection, including AIDS, as well as individuals perceived to have any form of HIV infection.

B. Regulations

1. HIV infection is a disabling condition under applicable federal, state, and local laws (e.g., Americans with Disabilities Act, Sections 503 and 504 of the Rehabilitation Act of 1973, and Section 4112 of the Ohio Revised Code) and University policies, including, but not limited to those relating to harassment, discrimination, and reasonable accommodation.
2. Each action, issue or complaint related to HIV infection will be reviewed by the appropriate University officials on a case-by-case basis, and all reasonable accommodations will be made.
3. University officials will make every effort to ensure confidentiality of individuals with HIV infection.

C. Responsibilities

1. The University shall provide education regarding HIV infection for the students, staff and faculty to prevent the spread of HIV infection and to increase our understanding of and compassion for those with HIV disease.
2. The Vice President for Human Resources shall administer this policy as it affects faculty, staff and student employment issues and the Vice President for Student Affairs as it affects students in non-employment situations.