



AIDS Policy

Standard Practice Guide

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TITLE: AIDS Policy
APPLIES TO: Faculty, Staff, Student Employees
ALTERNATE OR PREVIOUS TITLES:
Key Words:
Originating Department:
Authorized by:
EFFECTIVE DATE: December 15, 1988
Revision Date:
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Number:

SUBJECT:

Faculty, Staff, and Student Employees with Acquired Immune Deficiency Syndrome (AIDS), AIDS Related Complex (ARC) or Human Immunodeficiency Virus (HIV)

POLICY:

Central Michigan University recognizes that faculty, staff, and student employees who may have or be perceived as having AIDS, ARC, or HIV may wish to continue in their normal work activities as long as their physical condition allows them to do so. Faculty, staff, and student employees with AIDS, ARC, or HIV should be treated consistently with other employees as long as they are able to meet acceptable performance standards. In some cases a medical examination may be necessary.

Faculty, staff, student employees, and their supervisors, or any person who believes he or she has AIDS, ARC, or HIV, may obtain information from the Health Advocacy Service (Foust Hall 205 – Telephone 774-6992) or Health Services (Foust Hall 205 – Telephone 774-3944) in the following areas:

1. Education and information on AIDS, ARC, or HIV.
2. Referral to specific agencies and organizations which offer supportive services for AIDS, ARC, or HIV.
3. Consultation to assist employees in effectively managing health insurance, sick leave payments and other benefits.

POLICY GUIDELINES:

The following guidelines are provided to assist faculty, staff, department chairpersons, supervisors, and manager in dealing with situations involving faculty, staff, or student employees with AIDS, ARC, or HIV.

1. A faculty, staff, or student employee's health condition is personal and confidential and should be treated as such. An employee will not be asked whether or not he or she has AIDS, ARC, or HIV. Employees with AIDS, ARC, or HIV will be treated in the same manner as other employees with illnesses. If the employee discloses the illness to the supervisor, the supervisor will disclose the illness to the Assistant Vice President for Personnel and Employee Relations, but not to others. The Assistant Vice President for Personnel and Employee Relations will inform the President of each notification received but will not divulge the name of the employee unless authorized to do so by the employee with AIDS, ARC, or HIV. If the Assistant Vice President for Personnel and Employee Relations is authorized by the employee with AIDS, ARC, or HIV to disclose her/his name to the President, upon disclosure the President, or his designee, will establish the AIDS Recommendation Subcommittee called for in the CMU AIDS Procedures Guidelines. In regard to employee confidentiality, the supervisor will not release the name of the employee to the Assistant Vice President for Personnel and Employee Relations unless authorized by the employee to do so.
2. If a faculty, staff, or student employee expresses concern about working with a co-worker who has AIDS, ARC, or HIV, the supervisor should arrange for that employee to talk to an expert resource person to provide appropriate information and allay fears or concerns. If an employee is still concerned and wishes to transfer to a different job, he or she may request to do so under the normal job-bidding and transfer procedures. Employees do not automatically have a right to reassignment, nor will the University transfer the employee with AIDS, ARC, or HIV as a result of complaints.
3. The University will not ask applicants for employment if they have AIDS, ARC, or HIV or if they are a member of a high-risk group.
4. The University will not make a hiring decision based on the suspicion that a person has AIDS, ARC, or HIV, or on the suspicion that the person is a member of a high-risk group.
5. The University will not require anyone to take a test for the antibodies of HIV as a condition of employment.

Faculty, staff, or student employees are encouraged to be sensitive and supportive of employees with AIDS, ARC, or HIV. Individuals who have questions or concerns should address those to either the Health Advocacy Service or to Health Services.

This policy was formulated with the assumption that persons with AIDS, ARC, or HIV will take every precaution against spreading secondary infections that are an inherent part of the disease.

Central Michigan University, Human Resources, 118 Rowe Hall, Mount Pleasant, MI 48859 - 989.774.3271