



SUBJECT: 400 Human Resources

Policy: 405.3 HIV Employment Policy Statement

Effective:

Revised:

Reviewed:

Medical evidence indicates that HIV is not transmitted through casual contact in the workplace. Guidelines issued by the Public Health Service's Centers for Disease Control state that the "kind of nonsexual person-to-person contact that generally occurs among workers and clients or consumers in the workplace does not pose a risk for transmission of HIV."

Therefore, employees with HIV or any HIV-related condition may continue to work in state government positions as long as they are able to maintain acceptable performance and do not pose a safety or health threat to themselves or others in the workplace. The College will treat employees with HIV and HIV-related conditions in the same manner as employees who have other serious illnesses. Any employee with this condition is covered by all applicable state policies and benefits, and he or she is protected from discrimination by the Americans with Disabilities Act.

Employees concerned about contracting HIV are encouraged to contact their supervisor or the State Personnel Division for information. Information is available for employees concerned about the disease, how it is and is not transmitted and how best to contain it from spreading. In addition, employees, such as health care personnel, who come into direct contact with blood or bodily fluids of patients, will be provided with appropriate information and equipment to minimize risks of any type of infection. However, because HIV is not casually transmitted, there is no medical basis for coworkers to refuse to work with or withhold services from an infected person. Employees who do refuse to work with, withhold services from, or harass or otherwise discriminate against an HIV-infected employee will be subject to disciplinary action.