

University of Baltimore

II-7.2 AIDS

Approved by Provost's Council 12/5/90

Acquired Immune Deficiency Syndrome (AIDS) is a condition which destroys the human body's immune (defense) system and allows life-threatening infections to develop. It has no known cure or vaccine for prevention, and an individual can transmit the virus even in the absence of symptoms. Available medical knowledge indicates that transmission is primarily through sexual contact or through the sharing of intravenous drug paraphernalia. According to the Centers for Disease Control, contracting the disease in most situations encountered in an individual's daily activities is not known to occur.

For purposes of this policy, the following explanations and definitions apply:

AIDS-related complex (ARC) - A variety of chronic symptoms and physical findings that occur in some persons who are infected with the human immunodeficiency virus but that do not meet the Center for Disease Control definition of AIDS

HIV - Human immunodeficiency virus (the causative agent of AIDS)

HIV Antibody - A protein in the body produced in response to exposure to the human immunodeficiency virus (The "HIV antibody test" is a test for the presence of these proteins in the body.)

1. The University of Baltimore recognizes that in many cases it will not be necessary or appropriate to deny any individual access to academic, social, or employment opportunities because he/she has AIDS or is infected with HIV. The university also recognizes that in some cases it will be necessary and prudent to limit or deny such opportunities to protect the health of the HIV-infected individual or to avoid inappropriate risk of transmission of the HIV virus in the course of study or employment.
2. In all matters relating to persons who have AIDS or who are infected with HIV, the University of Baltimore will observe requirements of applicable federal and state laws.
3. Faculty members, employees, or students with any form of HIV infection will be permitted to continue their activities at the institution or unit without change to the extent that they are (1) permitted by their health status, including their risk of contraction of infectious diseases from others; and (2) consistent with the university's interest in preventing infection of others.
4. Confidentiality will be observed as to information about individuals who know or suspect that they have AIDS or HIV infection unless an exception is granted by the affected person, a report of infection is required by law, or a report of possible infection of others is required by law or infection control policy. However, such information will be shared among institution officials and the university's legal counsel on a need-to-know basis.
5. A program of education about AIDS and HIV prevention and transmission will be provided to students and employees by the University of Baltimore Health Service with the cooperation of various other departments on campus.

6. Departments within the university dealing with exposure to blood-borne pathogens will maintain a written procedure for handling infectious materials. All staff shall be informed and trained on the appropriate procedure for dealing with a potential hazard. All employees and students who handle human blood or other tissues are provided personal protective equipment necessary to perform their jobs with minimum risk of infection.
7. The University of Baltimore Health Service will maintain a current roster of agencies and organizations to which persons seeking further information about AIDS, including persons concerned that they may have AIDS or are infected with HIV, may be referred for counseling and other related services.