

AIDS, ARC or HIV

The College recognizes the importance of information and education relating to AIDS (Acquired Immune Deficiency Syndrome), ARC (AIDS-Related Complex) and HIV (Human Immunodeficiency Virus). The College also recognizes the need to provide proper protection for its students and staff, while remaining sensitive to the needs of any student or staff member with AIDS, ARC or HIV infections.

Consistent with current medical evidence that AIDS is not transmittable through casual work or campus contact, the Board hereby declares the following statements, relating to students or staff members infected with AIDS virus, ARC or HIV infection, as policy until such time as new medical or legal information mandates update or change:

1. The College will not require employees, applicants for employment or students to be tested for the AIDS virus;
2. Confidentiality concerning employees and students will be maintained. Self-disclosure is voluntary;
3. All students and staff will be allowed to participate in all phases of College life including classes, programs, activities and employment consistent with established College policies;
4. Coverage under employee benefit packages will continue to be consistent with bargaining agreements;
5. Any employee refusing to work with another employee or student having, or suspected of having, AIDS or a related condition, will be provided with educational information in an attempt to allay his/her fears. If the employee still refuses to work, that employee may be subject to disciplinary action up to and including dismissal.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 342.850\(7\)](#)

[ORS 433.008](#)

[ORS 433.045](#)

[ORS 433.260](#)

[OAR 333-012-0270](#)

[OAR 333-017-0000](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 581-022-0705](#)