

# Treasure Valley Community College

Code: **GBEBA**  
Adopted: 10/20/98  
Readopted: 10/14/09  
Orig. Code(s): 405-3

## HIV and AIDS

An employee has no obligation under any circumstance to report his/her HIV or AIDS condition to the College.

AIDS testing will only be done with the employee's consent and to determine whether the College needs to accommodate the employee or to address particular safety concerns. The results of AIDS testing or the identity of anyone on which an HIV related test has been performed, will not be disclosed to anyone except upon the written permission of the employee, or when permitted by statute, regulation or ADA. The College will not provide reasonable accommodation on the basis of physical impairment consisting of HIV if the employee does not provide to the College or its agents responsible for providing reasonable accommodation the HIV test or information regarding the test.

END OF POLICY

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### 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](#)