SECTION 7: STUDENT HEALTH SERVICES AND UNIVERSITY HEALTH POLICIES

7-5 POLICY ON SIGNIFICANT INFECTIOUS DISEASES

A. For the purpose of this policy, significant infectious diseases are defined as Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), Human Immunodeficiency Virus (HIV), and Hepatitis B. Other significant infectious diseases also may be included in this policy. The University of North Dakota (University) will follow the policies and recommendations of the Centers for Disease Control (CDC) of the US Public Health Service and the North Dakota State Health Department and will work in cooperation with local health authorities to engage in appropriate health promotion strategies to prevent the spread of significant infectious diseases.

B. AIDS: Prohibiting Discrimination Against Faculty/Staff, Students, or Others Using University Services

1. Notification to the University

The University upholds the right of privacy for individuals infected with HIV/AIDS. These individuals retain the right to select the people they wish to inform concerning their HIV/AIDS status. The guidelines outlined on the HIV testing consent form for reporting requirements according to the North Dakota law are followed. If individuals with HIV/AIDS request special accommodations in order to continue their education at the University, they are to follow the policies outlined on the Affirmative Action web site http://www.und.edu/dept/aao or as promulgated by Disability Support Services at http://www.und.edu/dept/dss.

2. Faculty/Staff

Confidentiality of information regarding faculty and staff members with HIV/AIDS shall be maintained. Faculty and staff members diagnosed as having AIDS, ARC, or HIV shall be protected from discrimination in their employment and other University services and shall be considered as persons with a life-limiting disability as defined by the Rehabilitation Act of 1973 and the Americans With Disabilities Act.

3. Students

Confidentiality of information regarding students with HIV/AIDS shall be maintained. Students diagnosed as having AIDS, ARC, or HIV shall be protected from discrimination in their educational program, housing accommodations, food service, and related student services or opportunities. They shall be considered as persons with a life-limiting disability as defined by the Rehabilitation Act of 1973 and the Americans With Disabilities Act.

C. Services Provided by the University

University faculty/staff, and students, as part of their work or their education program, shall not discriminate against individuals diagnosed with HIV/AIDS and who receive University services. Universal precautions are followed in treating all persons as potentially being at risk for carrying a significant infectious disease.

D. Protocol

AIDS-related protocols established by the CDC shall serve as a primary, but not exclusive source, of information in reviewing individual cases. Applicable federal and state laws, rules, and regulations as well as University discrimination policies covering disabilities shall be followed in applying this policy.
E. AIDS-Related Complex and HIV

Employment and education discrimination provisions are in effect for persons with ARC and HIV.

F. Hepatitis B

No special employment or education discrimination provisions are recommended for persons with Hepatitis B except that followed. Should a person with Hepatitis B become disabled because of the condition, the University’s disability policies and procedures are available.

G. Preventive Medical Protocol

The University shall practice universal precautions in handling bodily fluids and waste, and shall adopt standard medical preventive protocol procedures to protect specific employee groups or students who may have potential exposure to such significant infectious diseases either in the workplace or in an educational setting. (See Safety and Loss Control Manual for applicable protocols at [http://und.edu/finance-operations/environmental-health-and-safety/policies-and-procedures/](http://und.edu/finance-operations/environmental-health-and-safety/policies-and-procedures/).)

H. Confidentiality

1. Information regarding any person affected by an infectious disease as defined by this policy shall be treated with the same confidentiality as provided for all medical records under federal and state laws and by University policy.

2. A release of records must be signed by the person affected by the infectious disease prior to releasing any information regarding that person within or outside the University. These records generally are maintained by Student Health Services or by the treating health care professional.


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