

**AUSTIN PEAY STATE UNIVERSITY  
POLICIES AND PROCEDURES MANUAL**

Policy Number: 3:021	Supersedes Policy Number: 3:021
Date: February 17, 2006	Dated: August 6, 1992
Subject: Acquired Immune Deficiency Syndrome (AIDS)	Mandatory Review Date: February 17, 2011
Initiating Authority: Provost	TBR Policy/Guideline Reference:
Approved:  President: signature on file	

**INTRODUCTION**

The purpose of this policy is assure HIV-infected people of Austin Peay State University’s non-discriminatory services in all University programs and activities, to create an aware, sensitive climate on campus for people with HIV and to reduce the occurrence of HIV through proactive educational programs.

**GUIDELINES**

1. The University shall follow all relevant health and safety guidelines as issued by the Tennessee Department of Health, Occupational Safety and Health Administration (OSHA) and other appropriate agencies. Employees who are involved in assisting HIV-infected people will receive appropriate training. APSU will seek guidance from medical sources, such as the Centers for Disease Control and Prevention, when specific information is needed.
2. Confidentiality of all student and employee records shall be maintained in accordance with applicable federal, state and local law, including the Family Education Rights and Privacy Act of 1974 (FERPA) and the Americans with Disabilities Act of 1990 (ADA), as well as applicable Tennessee Board of Regents (TBR) and APSU policies. Therefore, medical records will be maintained separately from student education records or employee personnel files.
3. People with HIV shall receive the same treatment as other students, employees and members of the public, except when:
  - a. A reasonable accommodation has been requested and approved consistent with the ADA or University policy, or
  - b. A direct threat to the health or safety exists to the person and/or others as defined and limited by the Americans with Disabilities Act. In these rare cases, the

University's disability and nondiscrimination procedures will be followed prior to any such unique treatment.

4. Designated University units will cooperate in conducting educational programs that create awareness about HIV infection, including its modes of transmission and prevention, while also increasing sensitivity to people with HIV.
5. HIV-infected people who want to request reasonable accommodations to the University policies and procedures or other accommodations may contact the ADA/504 compliance officer for information or assistance.
6. People who believe they have been discriminated against on the basis of HIV infection are protected under University policies of nondiscrimination and may file a complaint for other assistance with the director of human resources and affirmative action and/or the ADA/504 compliance officer.

#### INFORMATION UPDATE

Review and changes in these policy guidelines may be made as new information and supporting evidence emerge from the Tennessee Department of Health, OSHA, and Centers for Disease Control and Prevention, the American College Health Association, other appropriate agencies and/or reliable medical resources.

A.R. Boyd Health Services will maintain complete and updated information.