

TEMPLE UNIVERSITY
BOARD OF TRUSTEES
POLICIES AND PROCEDURES MANUAL

Title: Temple University AIDS Policy
Policy Number: 04.83.01
Effective Date: May 8, 1990; as revised on May 13, 2008
Issuing Authority: Board of Trustees

Policy

Education

Consistent with its educational mission, Temple University will implement coordinated, University-wide educational programs concerning HIV infection and AIDS. The programs will emphasize the importance of prevention and precautions; that the virus is not casually transmitted; proven modes of transmission; the need for confidentiality for those infected and compassion for those ill; and University and community resources for information, testing and treatment. These programs will be designed to reach the broad spectrum of persons within the University Community.

Non-discrimination

Consistent with its existent non-discrimination policies, Temple University will not discriminate on the basis of an individual's HIV status. Specifically, no person shall be subject to adverse employment actions solely because of non-job related handicap, and reasonable efforts will be made to accommodate an employee with HIV disease consistent with the then-current state of scientific knowledge on transmission of the disease; nor shall any person be denied academic admission, access to Temple University programs, facilities, events, services, or any benefits provided by the University solely on the basis of HIV status. HIV status shall be deemed to include actual or perceived HIV positivity, or any condition related to Acquired Immune Deficiency Syndrome (AIDS), an individual's being suspect of having such virus or conditions, or an individual's association with any person having or believed to have said virus or conditions.

Consistent with its existent non-discrimination policies, Temple University's policy of non-discrimination shall be applied to all instances described above except in those instances when it shall be determined that reasonable accommodations are not available to insure a person's ability to participate fully in programs or positions, or when a person by reason of his or her HIV infection or AIDS related condition poses, according to available medical information, a direct threat to the health or safety of themselves or others associated with the University.

HIV Testing

Temple University will require no test for or verification of the HIV status of any person for employment, academic admissions, access to Temple University programs, facilities, events, services, or for any benefits provided to University employees or students. Tests conducted for HIV diagnostic purposes by any University health care facility should occur only with written informed consent and with pre- and post-test counseling.

Confidentiality

Temple University shall, consistent with applicable law, maintain the confidentiality of all University records documenting and information concerning the HIV status or AIDS related conditions of University students and employees to the same degree that confidentiality is afforded to other medical records of University students and employees. The University recognizes that a person's HIV status is a private matter. Therefore, any necessary internal and external communications regarding benefits, reasonable accommodations or other issues relating to an employee or student's HIV status or AIDS related conditions shall be made in a manner consistent with the confidentiality of such information.

Notes

1. Dates of official enactment and amendments:

Adopted by the Board of Trustees on May 8, 1990

Amended by the Board of Trustees on May 13, 2008

2. History:

The May 13, 2008, amendments removed the references to an administrative review committee.

3. Cross References

Board of Trustees Policy #04.81.01, Ratification of Nondiscrimination Policy
Board of Trustees Policy #04.81.02, Nondiscriminatory Policy as to Students
Board of Trustees Policy #04.81.03, Ethnic Intimidation Policy
Presidential Policy #[I-6], Reaffirmation of Equal Employment Opportunities
Presidential Policy #[I-22], Nondiscrimination in Employment
Temple University Affirmative Action Plan