



University of Connecticut Health Center

POLICY NUMBER 2002-45

April 6, 2009

POLICY: HIV/AIDS NON-DISCRIMINATION

PURPOSE: The purpose of this policy is to provide guidance for dealing with work situations involving employees, who have, or are perceived to be at risk of acquiring any of the following:

- Acquired Immune Deficiency Syndrome (AIDS)
- Human Immunodeficiency Virus (HIV) Infection or HIV-related illness, as defined by the Connecticut General Statutes, Section 19a-581

The term HIV/AIDS as used in this policy, should be understood as encompassing all of the above.

STATEMENT:

The University of Connecticut Health Center recognizes its obligation to provide a safe and healthy work environment and to assure fair, non-discriminatory treatment of all employees. Therefore, it is the policy of the Health Center that individuals with HIV/AIDS will be treated with the same compassion and consideration given to any other employee with a health problem. No person will be discriminated against in the workplace as a result of having or being at risk of acquiring HIV/AIDS.

Present or prospective employees will not be required to submit to an HIV-related test for the purpose of assessing their ability to be employed or continue to be employed at the University of Connecticut Health Center. Any employee with HIV/AIDS has the right to continue working as long as job duties can be performed satisfactorily. Under the guidelines of the Americans with Disabilities Act of 1990, managers and supervisors will make reasonable accommodations in job assignments as necessary and feasible for HIV/AIDS affected employees.

PROCEDURE:

This policy is intended to be consistent with the Connecticut AIDS Testing and Medical Information Law of 1989, C.G.S. Sections 19a-581 through 599, inclusive, as amended. The identity of any employee with HIV/AIDS will remain confidential. HIV/AIDS-related information cannot be disclosed without the written consent of the employee or as otherwise allowed by law.

If any HIV/AIDS-related information (i.e. HIV counseling and testing, HIV/AIDS-related information, records or diagnosis) concerning an employee is received by the University of Connecticut Health Center, these records will be maintained in a secure area, apart from the employee's personnel file.

Disclosure of such information will be made only with the explicit authorization of the individual employee and/or in accordance with state and federal law. Any unauthorized disclosure by an employee may result in disciplinary action consistent with collective bargaining agreements and state or federal law and regulations.

ACCOUNTABILITY:

Any questions concerning this HIV/AIDS Policy should be directed to the Office of Diversity and Equity at 860-679-3563, third floor 16 Munson Road.

The HIV/AIDS Policy is visibly posted in the institution and is available on the Health Center Policy web page. Each employee is expected to review this policy and be familiar with it.

Dana McGee (signed)

04/28/09

Assistant Vice President, Diversity and Equity

Date

Cato T. Laurencin (signed)

05/04/09

Vice President for Health Affairs

Date

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Replaces: Policy 10/25/01; 10/30/02; 01/18/07