

ALGONQUIN COLLEGE DIRECTIVE	NO. OF PAGES 4	DIRECTIVE NO. A13
	ORIGINATOR	
	APPROVED BY President	
TITLE HIV (AIDS)	EFFECTIVE DATE 1990.09.20	REPLACES New

PREAMBLE

One of today's most serious health problems is the presence of the Human Immunodeficiency Virus (HIV), which causes the disease known as Acquired Immunodeficiency Syndrome (AIDS), for which there is no known cure. This disease is taking a rapidly increasing number of lives of men, women and children worldwide.

BOARD POLICY

It is the policy of the Board of Governors that as an educational institution, Algonquin College will strive to develop and provide an ongoing educational program directed to students and staff on the nature of HIV infection and AIDS.

MANAGEMENT POLICY

1. This policy applies equally to staff and students of Algonquin College.
2. Algonquin College will not require mandatory HIV antibody testing of prospective or current students and employees.
3. Algonquin College recognizes its responsibility to provide its students, staff members and the community with up-to-date factual information regarding HIV/AIDS, to encourage and facilitate appropriate changes in behaviour patterns.

To this end, the College will provide an educational program which will include but not be restricted to the nature of the syndrome, its transmission, its prevention, the rights of those infected with HIV, and will promote changes in behaviour which will reduce the incidence of infection. Employees with HIV infection are expected to conduct themselves in a manner which does not endanger other students and staff.

Particular emphasis will be placed on the training of supervisors who may be faced with new management challenges and must respond quickly and in a well-informed manner.

Algonquin College recognizes its responsibility to protect the rights, health and safety of its students and staff including those men and women who have been infected with HIV.

To this end, the College will take appropriate measures to ensure that work and study environments are as safe as possible. Where the potential exists for students and staff to be exposed to HIV in the learning and work environment, precautionary measures will be taught and enforced.

Students and staff who are infected with HIV are entitled to all benefits and privileges normally accorded to them. Their right to privacy will be protected. Employees have the right to work subject to their ability to undertake the demands of their occupation.

5. As with other forms of illness, HIV infection will be treated as a medical condition. Persons infected with HIV are not, therefore, under any obligation to identify themselves as such to any employee of the College. The Health Professionals of the Health Services department are available to discuss matters of concern with persons so affected.
6. The College will not disclose HIV/AIDS-related personal information except in accordance with section 42 of the Freedom of Information and Protection of Privacy Act, 1987.

The disclosure provisions of section 42 should be supplemented in some cases to require the consent of the individual affected by the disclosure of HIV/AIDS-related personal information. Where the individual concerned does not or cannot consent, the President will approve any such disclosure.

7. A steering committee composed of representatives of the various internal constituencies and medical, human resources and counselling specialists will be established with a mandate to assist in the implementation of the educational program and the application of this policy.

8. Procedures:

- 8.1 The Health Services Department is responsible for carrying out, with the advice and assistance of the steering committee, the educational programs for the student population. This will include frank discussions on safe sexual practices.
- 8.2 The Human Resources Department is responsible for carrying out, with the advice and assistance of the steering committee, the educational programs for staff including training designed to help managers respond to workplace situations. Special training will be designed for all staff involved in occupational health and safety work and those responsible for providing first aid. Training for managers will include relevant human rights information.
- 8.3 The manner in which Algonquin's approach to working with external agencies in increasing the level of understanding about HIV in the community will be recommended by the steering committee in consultation with these same agencies.
- 8.4 The Human Resources Department will ensure that all personnel policies and practices are human rights compliant and include accommodation for persons with disabilities such as AIDS.
- 8.5 HIV/AIDS-related personal information that is volunteered about an employee or student by a third party will not be collected, used, disclosed or retained.
- 8.6 The Health Services Department will ensure that information regarding individuals with HIV infection is kept in the strictest confidence and not divulged to third parties.
- 8.7 All staff have a responsibility for maintaining confidentiality regarding those persons having HIV. In instances in which there is a need for group counselling, education or intervention, Health Services will be asked to meet the need in a confidential manner.
- 8.8 All supervisors will strive to create a work environment for their employees which is free from harassment.
- 8.9 All departments in which employees or students are exposed to blood, body fluids or viral preparations will review protocols and safety procedures to ensure they meet current standards to prevent the transmission of HIV.
- 8.10 The Counselling Services Department will undertake an educational program and develop links with external support groups to be able to offer on campus support and to be able to refer externally when they cannot meet specific needs of persons with advanced cases of AIDS.

- 8.11 All members of the institutional community have an ethical and moral responsibility to conduct themselves in a manner that will not cause risk to others. This includes taking all necessary precautions to prevent transmission of disease and seeking advice and assistance in instances of uncertainty and possible exposure to disease.
- 8.12 The Health Services Department will facilitate voluntary testing with confidential pre and post-test counselling.

(original signed by)

President