



Santa Fe College Rules Manual

Title:	HIV, AIDS, Other Bloodborne Pathogens and Tuberculosis	Procedure 2.7P
Based on	Rule 2.7	
Effective Date:	October 3, 2005	

Purpose: To protect the interests of infected and non-infected persons at Santa Fe College.

Protection of the interests of infected and non-infected persons shall be implemented through educational programs and institutional policies.

This procedure applies to cases of Human Immunodeficiency Virus (“HIV”), Acquired Immune Deficiency Syndrome (“AIDS”), other Bloodborne Pathogens (BBPs), and Tuberculosis (TB).

Definition: Infected person under this procedure means a student or employee or visitor who is diagnosed as having HIV, AIDS, other BBPs, or TB.

Task Force on HIV/AIDS/Other BBPs/TB: A task force on HIV/AIDS/other BBPs/TB shall be appointed by the President or designee. The task force shall consist of an administrative representative from Academic Affairs, SF’s equity coordinator, a second College employee, and a physician. In addition, the task force is encouraged to request assistance from knowledgeable resources, both internal and external.

Educational Programs: The task force shall develop and implement educational programs for the entire College community. Such education should include instruction, information, and activities which emphasize known means of transmission of and ADA policies related to HIV, AIDS, other BBPs, and TB. Educational programs for College students shall be coordinated by the SF Office for Student Affairs in conjunction with the SF Disabilities Resource Center. Educational programs for College employees shall be coordinated by the SF Human Resources Office in conjunction with the college’s equity coordinator.

Confidentiality: When the College learns that a person who is enrolled in an exposure-risk program is infected with HIV, AIDS, other BBPs, or TB, consent should be obtained in writing from this person to share such information on a need-to-know basis only. Violation of this confidentiality may be a criminal offense under Florida Statutes 760.50(5). The College must ensure confidentiality about all medical information in accordance with state and federal law.

Disclosure of Test Results: Disclosure of test results is made on a need-to-know basis and shall be accompanied by the following statement in writing: "This information has been disclosed to you from records whose confidentiality is protected by state law. State law prohibits you from making further disclosure of such information without specific written consent of the person to whom this information pertains or as is otherwise permitted by state law. A general authorization for the release of medical or other information is not sufficient." Examples of disclosure on a need-to-know basis could be, but are not limited to notification of individuals supervising students, faculty, or staff including notification after needle sticks or glove tears. CDC guidelines recommend immediate post exposure prophylaxis.

Students: The College does not discriminate against a person who has HIV, AIDS, other BBPs, or TB. As a condition of matriculation, the College may require immunization and/or testing for other BBPs or TB as a bona fide qualification for the course of instruction. The HIV/AIDS/Other BBPS/TB Task force may serve in an advisory capacity to program administrators in providing reasonable accommodations and making determination of status of individuals to remain in a program to protect the health of infected and non-infected persons. The HIV/AIDS/other BBPs/TB task force facilitates referrals to appropriate social, legal, medical, and other services.

Employees: The College does not discriminate against a person who has or is regarded as having HIV, AIDS, other BBPs, or TB.

Members of the HIV/AIDS/other BBPs/TB task force shall serve as resources to the Office of Human Resources to facilitate referrals to appropriate social, legal, medical, and other services. Employees who may have experienced exposure to HIV, AIDS, other BBPs, or TB in a job-related accident must be referred immediately (by self-referral or by the supervising administrator, faculty, or staff member) for post exposure prophylaxis at a health care facility through Human Resources in accordance with Workers' Compensation guidelines.

History

October 3, 2005

August 1992 (410.164)