



E11.101 Administrative Policy and Procedures Relating to Acquired
Immunodeficiency Syndrome (AIDS)

I. INTRODUCTION

The current AIDS epidemic presents a serious public health issue because there is no known medical means of prevention or cure. The disease appears to be invariably fatal. Although information about the disease remains incomplete, the authoritative medical opinion holds that AIDS is not readily communicable through casual contact. Because no actual safety risks are created in a normal academic or employment setting, the development of effective AIDS education and training programs is the best way for institutions of higher education to render attendance or employment safe and healthful.

A variety of health organizations have recommended that institutions not adopt blanket policies concerning persons with AIDS or AIDS-related conditions. Instead they suggest that certain guidelines be adopted and that the response to each case be determined by its presenting factors.

Accordingly, the following objectives, policies and procedures are established in order to guide University action in a manner that is responsive to genuine health concerns file consistent with the role and mission of our institution.

II. OBJECTIVES

The objectives of this policy are to:

1. Recognize the fact that AIDS is a serious public health problem that Inquires the University's attention and its commitment of expertise and resources.
2. Provide for a consistent University approach that is appropriate to the institution's role and mission and in conformance with authoritative medical opinion.
3. Provide a positive context for the provision of education and training about AIDS to all segments of the University community.
4. Guarantee that individuals exposed to AIDS will be treated in a manner that is medically sound, fair and most importantly, humane.

III. POLICIES

1. AIDS does not pose an unmanageable health risk to the members of the academic community at the University of Hawai'i in its academic setting.
2. Any member of the University community infected with AIDS virus, including students, staff, faculty and visitors, should be allowed free and normal access to all activities, programs and services on campus -- unless medical authorities deem otherwise to protect either the affected individual or the general public.
3. Each individual case must be handled with utmost sensitivity but with objectivity, and the decisions must be based upon the most up-to-date medical and health information available at that time.
4. Great care needs to be exercised by all members of the academic community so that they comply with laws protecting the identities of persons infected with this disease.
5. The University of Hawai'i must promote understanding and comprehension of how this disease is spread so that all members of this academic community can learn to minimize the spread of the AIDS virus.

IV. ADMINISTRATIVE PROCEDURES

1. The President shall appoint a task force made up of senior institutional officials and other members of the University community whose function shall be to oversee and monitor all AIDS related activities. This task force shall ensure that all University programs and services are offered in concert with and interdependent on the State Department of Health as well as such other community organizations as may be appropriate. The task force shall see to it that ongoing activities are consistent with this policy and shall review the handling, recording and managing of incidents, activities, services and problems that may develop.
2. The President shall designate from within the University, an appropriate individual who shall be responsible for the planning, development, coordination, and promotion of educational programs and instructional materials for all segments of the University. Appropriate resources shall be provided for this purpose as may be necessary or desirable.
3. Specific informational programs about AIDS shall be made available to all segments of the University community including: students, faculty, staff, and other contracted personnel. These programs shall be planned in cooperation with the University's AIDS Task Force and program coordinator, and shall be administered by appropriate Units and offices.

4. The University's Task Force on AIDS and other officials should afford maximum public disclosure of the nature and reasons for policies and procedures that are made or considered. This disclosure is especially essential because of the importance of education and public awareness in curbing the spread of this disease.
5. In accordance with its mission of teaching, research and public service, the University's personnel, technologies linguistic, pedagogical and scientific resources should be made as readily available as practicable in order to minimize the spread of this disease throughout the Pacific and Asian region. The College of Health Sciences and the College of Education should take primary responsibility for this effort.
6. All Federal and State statutes relating to individual privacy and the confidentiality of records shall be strictly followed in the case of any student or employee infected by the AIDS virus. Violation of the University's policies and procedures on confidentiality may be cause for disciplinary action. In conformance with the recommendations of the American College Health Association, student health care providers should carefully weigh the importance of including any specific information regarding the existence of AIDS, ARC, or a positive HTLV-III antibody test in any medical record except in circumstances of medical necessity created by the evaluation of an illness or by the prior consent of the patient.
7. The chief executive officer of each Unit is authorized to permit installation of Condom vending machines in selected campus locations. These locations shall be selected on the basis of their appropriateness in furtherance of this policy.
8. The University of Hawai'i shall not restrict campus access by any AIDS infected individual except when such action has been determined to be medically necessary. Before exercising this authority, the chief executive officer of the campus must engage in full consultation with the Task Force on AIDS.