



**Policy 5.3**  
**HIV/AIDS Policy**  
Reviewed 12/2015

The Mesabi Range College recognizes that the epidemic of AIDS has the potential to interfere with the educational process for those infected with the HIV virus, and for those who lack knowledge regarding the disease and communicability of the disease. While it is recognized that there is no evidence that the virus is transmitted in casual contact settings such as schools, there are students in given programs at high risk due to exposure to body fluids. Therefore, the role of the educational system is to respect the rights of individuals with HIV infection regarding education, privacy and freedom from discrimination; to respect the rights of those in the system to be educated in a safe environment; and to educate administrators, staff and students about preventing the risk of HIV transmission.

**Access**

Easily accessible student services will be provided so that staff and students can receive specific information, counseling and assistance in locating and using health care and social services. Initial contact may be made to the appropriate college personnel. Any adjunct support services needed will be mobilized at the request of the individual.

**Disability**

Each student who has a disabling condition as a result of AIDS virus infection will have an individualized plan for education and career/personal development developed to reduce barriers to learning and to maximize the health of the student.

**Discrimination**

The exclusion of people with AIDS for any reason constitutes unwarranted discrimination. Therefore, the College will not consider the existence of any form of the HIV infection in the initial admissions decision.

**Safety Precautions**

The environmental precautions for handling all body fluids according to the Center of Disease control (CDC) will be adopted. AIDS includes a diagnosis of end-stage disease AIDS and symptomatic or asymptomatic conditions in the spectrum of HIV infection.

**Data Privacy/Confidentiality**

The privacy rights of staff and students will be protected. No person, group, agency, insurer, employer or institution will be provided any medical information of any kind without the prior written consent of the person with AIDS. Unless there is risk to other students or staff in the educational setting, the knowledge that staff or student members have a chronic infectious disease, such as being infected with the AIDS virus, will be confined to those persons with written permission as stated above.

**Screening/Testing for the Presence of the AIDS Virus**

Mandatory screening for the presence of the AIDS virus as a condition of employment or enrollment is not warranted. The College, however, strongly encourages voluntary HIV antibody screening for students, specific to but not limited to, health programs. A list of counseling and testing sites will be available from the college counselors and advisors. Information regarding test results may not be made available to anyone without the written specific consent of the individual.

**Enrollment and Attendance of Students with the AIDS Virus**

Any student who is infected with the AIDS virus will continue their education assignments, unless their health status deteriorates sufficiently to interfere with performance. Determinations for special precautions and need will be made on a case-by-case basis. The principles cited in the CDC Workplace Guidelines (1989) and CDC Foster Care and Education Guidelines (1985) will be followed.

*Review/Revision History:*

*Revised 5/30/00*

*Reviewed through Shared Governance 12/16/2015*