

PENSACOLA STATE COLLEGE
MANUAL OF PROCEDURES

Procedure Title:	Control of HIV/AIDS and Other Bloodborne Pathogens	<u>Number</u> 127
Related Policy:	HIV/AIDS and Other Bloodborne Pathogens Policy – 6Hx20-1.027	<u>Page</u> Page 1 of 2

I. Purpose

Establish infectious disease control procedures to protect the rights of employees and students who have Acquired Immune Deficiency Syndrome (AIDS), or are Human Immunodeficiency Virus (HIV) Antibody Positive or other bloodborne pathogens, and to define preventive measures to protect College employees and students. (In the context of this procedure, the term HIV/AIDS includes other bloodborne infectious diseases.)

II. Procedure

A. Employees and Students

1. Employees. This section establishes the procedure of Pensacola State College for working with employees who are HIV Antibody Positive. Its purpose is to protect the right of the College's employees to continued employment.
 - a. Transmission of HIV/AIDS. Medical studies show the HIV infection (which can lead to AIDS) is transmitted via contact with certain body fluids of an infected person.
 - b. Education for HIV/AIDS Risks. Supervisors shall be educated as to the facts regarding HIV infection and how it is and is not transmitted and, further, should make the same effort to educate their employees. Supervisors must be sensitive and responsive to co-workers' concerns, and should emphasize employee education.
 - c. Working Conditions for Infected Individuals. Any staff member diagnosed as HIV positive, and is receiving medical attention, is not prohibited from reporting for duty. On recommendation by the College medical consultant, an employee may be suspended from duty by College administration if reasonable accommodation is not possible. However, return to duty is contingent upon the recommendation of the medical consultant.
 - d. Confidentiality. Any employee who informs the College that he or she is infected must be accorded confidentiality regarding disclosure of the medical condition, in accordance with established statute or case law.
2. Students. This section establishes procedures for students who have AIDS or are HIV Antibody Positive.
 - a. Admission. Admission shall not be denied to a qualified student solely on the ground that the student is an infected individual.

- b. Attendance. A student shall not be required to cease attending the College solely on the basis of a diagnosis of infection. On recommendation by the College medical consultant, a student may be suspended by the College administration if reasonable accommodation is not possible. Medical clearance is required before a suspended student may return to the College.
- c. Confidentiality. Any student who informs the College that he or she is infected must be accorded confidentiality regarding disclosure of the medical condition, in accordance with established statute or case law.

B. Preventative Measures

- 1. The College recognizes its obligation as an employer to provide an objectively safe environment for all employees, students, and the public at large. All Category I, Category II, students, faculty, and staff shall be trained in the use of personal protective equipment; especially those employees who routinely are in contact with blood, body fluids and tissues.
- 2. Category I - Jobs in which required tasks routinely involve a potential for mucous membrane or skin contact with blood, body fluids or tissues. Use of appropriate protective measures is required for every employee in these jobs.
- 3. Category II - Jobs in which required tasks normally do not involve exposure to blood, body fluids or tissues, but may require performing unplanned Category I tasks. In these jobs, the normal work routine involves no exposure to blood, body fluids, or tissues and the worker can decline to perform tasks which involve a perceived risk without retribution.
- 4. Employee exposure determination is based on risks incurred while performing one's job or procedures without the use of personal protective equipment.
- 5. All employees having occupational exposure to bloodborne pathogens will be trained in exposure control procedures at no cost to the employee. Employee training sessions are scheduled annually during normal working hours through the Office of Staff Professional Development.

C. Exposure Incident Plan

- 1. Refer to current OSHA Exposure Control Plan for specific procedures for employee and student exposure.
- 2. Note: Departments with clinical programs have bloodborne pathogen infection control plans in place. These plans should be reviewed annually to meet current OSHA standards.

Responsible Official	Associate Vice President, Institutional Diversity
President's Signature: 	Date: 02/21/2017