

**POLICY 1.19 – Policy on AIDS**

**Policy Category:** General  
**Effective Date:** March 22, 1990  
**Supersedes:** (NEW)

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**POLICY**

Confidentiality

1.00 The HIV-status of individuals is a confidential matter between themselves and their physicians, except that all physicians are required to report any confirmed or susps ( )Tj -0.002 Tc 0.002 Tw 0.21

Reporting on a confidential basis may be made through one of the physicians in the Health Services if the individual so chooses. In the event that confidentiality is not an issue, reporting may be made directly to the supervisor or to the Employee Relations Section of the Personnel Department.

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- 6.00 Since there is no evidence that HIV is transmitted through casual contact, there is no justification in an employee refusing to work with another employee who is infected with HIV, unless there is a real risk of transmission of body fluids in the normal course of employment.
- 7.00 Neither the University nor the affiliated colleges will deny admission to any faculty to anyone because he/she is infected with HIV, or is perceived for any reason to be a potential carrier of HIV.

Nor will the University ask any student to withdraw from the University because he/she is infected

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HIV-positive individuals may wish to disclose their condition as an individual choice. At the present time the University takes no position relative to this, as there is no reason for the University community to know the HIV-status of any individual. If an HIV-positive person feels that his/her status may, as a result of his/her employment or coursework, put another person at risk, he/she is advised to consult in confidence with his/her own physician or with the physicians in either of the University Health Services. An evaluation of the degree of risk will be undertaken by the individual's physician in consultation with the Medical Officer of Health. At no time will the University administration be involved in this consultative process without the individual's knowledge and consent.

### **Policy Guideline 1.00**

**The HIV-status of individuals is a confidential matter between themselves and their physicians, except that all physicians are required to report any confirmed or suspected HIV infection to the Medical Officer of Health. The University has no interest in this information, except when there is a requirement to modify employment or academic programs (as set out in later sections of this policy statement. Such modification will be at the request of the individual's physician in consultation with the Medical Officer of Health.**

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Regarding students: the University will not discriminate against any student on the basis of HIV status. The University will not deny admission to any of its faculties or affiliated colleges to anyone

## POLICY

**Policy Guideline 10.00**

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The University recognizes that some situations of service provision, employment or educational activities may place some members of the university community at an increased risk

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