

SUBPART 8-9
ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)
AND OTHER COMMUNICABLE DISEASES

Sec. 8-901. Academic Setting – Required Procedures. The University’s biological laboratories and clinics will establish procedures to reduce the frequency of needlesticks and exposure to human blood, blood products, or mucous secretions in order to reduce the risks of transmission of infectious agents. Such risks are often highest during the professional training period. These procedures shall include the following:

(1) No University laboratories or classes should draw students’ blood except where drawing blood is in integral part of the training process (medical technology, nursing, etc.) or for health-related reasons in the Health Center.

(2) All clinic instruments which contact a person’s blood or mucous membranes must be appropriately cleansed, disinfected or sterilized between uses; or if disposable, such instruments must be placed in a labeled container designed for such purpose. Such instruments must never be left lying about.

(3) All needlesticks must be immediately reported to proper medical personnel for further evaluation.

(4) Each University clinic and laboratory dealing with any body fluids (either directly or indirectly) or microorganisms must post in the clinic or laboratory the aseptic procedures to be followed in that clinic or laboratory.

(5) An occasional patient seen at a University clinic (Dental Hygiene, Dental Assisting, Optometry, Nursing Center) may have a health condition communicable through blood, respiratory or mucous secretions. Such patients and their conditions may not be recognized prior to receiving clinic services. Therefore, all patients should be treated with the highest regard given to aseptic techniques and procedures as outlined in this subpart. In addition, all clinic personnel must be educated with respect to the transmissibility of certain infectious agents such as Hepatitis viruses and HTLV-III virus in order to separate irrational fears from rational precautions.

(6) All University clinics reserve the right to reassign or deny treatment to any individual, if it is determined that the individual could place a student or faculty practitioner or other patient at undue risk.

(7) All medical information provided by a University student patient at any University clinic will be available to the Ferris Health Center Medical Director.

Cross Reference:

Sec. 8-904. Student Life.

Sec. 8-902. Education and Public Relations.

(1) The University, in its public service role as an institution of higher education, will by various means provide for its students, faculty, staff, and administrators, and for the residents of local communities, educational information concerning Acquired Immunodeficiency Syndrome (“AIDS”), its symptoms, the known means of transmission, and precautions for avoiding or reducing the risks of contracting AIDS.

(2) A presentation for key administrative personnel will be held during each spring quarter. The program will convey the standard information on AIDS, to be augmented by a summary of the various position statements in this subpart. Invitations will include copies of the American College Health Association’s (“ACHA”) folder, “AIDS, What Everyone Should Know.”

(3) Each campus residence hall will conduct an informational presentation on AIDS as part of the resident assistants’ programming. Health Center and Peer Outreach students will serve as presenters. The presentations will be repeated every fall quarter, if deemed necessary.

(4) A larger presentation will be held for all interested persons. In announcing the presentation, it will be stressed that the purposes are to dispel misconceptions and to educate the public concerning AIDS. The announcement also will be worded to invite faculty and staff members and students residing off-campus, as well as local community residents.

(5) All University-operated clinic services and biological laboratories will implement their own information presentations on AIDS to their students, consistent with this subpart.

(6) All presentations, if possible, will be supplemented by audiovisual materials available from ACHA. ACHA’s AIDS folders will be on hand for distribution at presentations and on stock at the Health Center. If need be, a written capsule summary of presentation information will be carried in the FYI and the TORCH.

(7) In response to valid public inquiries on AIDS which concern University students or employees, the Office of Public Affairs will consult with the Task Force members (especially the Health Center Director and the University’s General Counsel) before answering the inquiry. ACHA’s general standards in such handling such inquiries are as follows:

“In general, it is recommended that no specific or detailed information concerning complaints or diagnosis be provided to faculty, administrators, or even parents, without the expressed written permission of the patient in each case.”

It should be noted, however, that every possible effort will be made to address valid inquiries by explaining the extent of the University’s educational programming and health safeguards concerning AIDS.

Sec. 8-903. Employment.

(1) In coordination with a campus-wide educational effort regarding AIDS and similar diseases, employees will be provided with factual information describing AIDS, how it is contracted, its degree of communicability, and other appropriate information.

(2) If the University becomes aware of any employee who is infected with any serious communicable disease, determinations respecting such person's employment status at the University, or any modifications thereof, will be undertaken on a case-by-case basis. Such determinations shall involve consideration of such factors as:

(a) The condition of the University employee and his/her ability to perform his/her job duties.

(b) The probability of infection of co-workers or other members of the University community, based on the expected interaction of the employee in the University setting.

(c) The possible consequences to co-workers and other members of the University community, if infected.

(d) Possible reasonable modifications to the individual's job to take account of his/her condition.

(e) Risk to the infected employee's health from remaining on the job.

(f) Other appropriate factors.

The determination with respect to any employee shall be made, in recognition of the University's responsibility for providing a safe, non-discriminatory environment for all community members, following consultation with the Chief of Medical Services, the affected employee, the employee's treating physician, if available, and other persons only as they need to be involved in such a situation.

(3) The University generally will not disclose information concerning the health of individual employees to co-workers. Such disclosure will take place only if deemed medically advisable and legally permissible. The County Health Department will be informed of all cases of diseases required to be reported under State or federal law.

(4) This section will be periodically reviewed in the light of the most recent medical knowledge concerning the specific diseases to which it is applicable.

(5) This section will be communicated to the campus community.

Prior Board Action:

May 8, 2015.

Sec. 8-904. Student Life.

(1) Questions of a communicable disease involving a student's activities or restriction thereof will be dealt with on a case-by-case basis. Such determinations shall include consideration of the following factors:

(a) The probability of infection of fellow students or other members of the University community, based on the expected interaction of the student in the University setting.

(b) The possible consequences to fellow students and other members of the University community, if infected.

(c) The risks to the infected student's personal health from remaining in a campus life environment.

The determination with respect to any student shall be made, in recognition of the University's responsibility for providing a safe, non-discriminatory environment for all community members, following consultation among the Health Center Medical Staff Physician(s), the Director of the County Health Department, and other persons only as they need to be involved in such a situation.

(2) The Health Center will notify the Mecosta County Health Department of all cases of Hepatitis B, positive AIDS, and other diseases required to be reported under state or federal law.

(3) The Health Center will establish procedures to reduce the frequency of needlesticks and exposure to human blood, blood products, or mucous secretions in order to reduce the risk of transmission of infectious agents. These procedures will include the following:

(a) An occasional patient seen at the Health Center may have a health condition communicable through blood, respiratory or mucous secretions. Such patients and their conditions may not be recognized prior to receiving clinic services. Therefore, all patients should be treated with the highest regard given to aseptic techniques and procedures as outlined in this subpart.

(b) All clinic instruments which contact a person's blood or mucous membranes must be appropriately cleansed, disinfected or sterilized between uses; or if disposable, such instruments must be placed in a labeled container designed for such purpose. Such instruments must never be left lying about.

(c) All needlesticks must be immediately reported to the proper medical supervisor for further evaluation.

(d) All Health Center medical staff shall be educated with respect to the transmissibility of infectious diseases such as Hepatitis B and HTLV-III virus.

(4) The Health Center shall use disposable needles which will be properly disposed of immediately after use.

(5) The Health Center will make available testing for Hepatitis B virus, HTLV-III antibodies and other communicable diseases.

(6) Counseling will be made available either with the Personal Counseling Department or the County Health Department.

(7) The Health Center will observe strict confidentiality of any and all medical records. No specific or detailed information concerning complaints or diagnosis will be provided to faculty, administrators, or parents, without the expressed written permission of the patient.

Cross Reference:

Part 7. Equal Opportunity and Non-Discrimination Policy.

Sec. 8-901. Academic Setting – Required Procedures.

Statutory Reference:

Family Educational and Privacy Rights Act of 1974, 20 USC §1232g

(8) This section will be periodically reviewed in light of the most recent medical knowledge concerning the specific diseases to which it is applicable.

Prior Board Action:

Entire Subpart 8-9 included in October 19, 2001 Codification, Phase I.

Entire Subpart 8-9 included in October 22, 2004 Codification, Phase II.

May 8, 2015.