
Procedure:	Bloodborne Pathogen Diseases Statement (HIV, AIDS, Hepatitis B and C)	Reference No.: 4.3
Authority:	College President	Cross Reference: Policy 1.3
Approved:	September 23, 1998	
Revised:		

SUNY Broome Community College acknowledges that current medical information notes that students/employees who are positive for HIV, Hepatitis B or C or who are diagnosed as having AIDS, DO NOT generally pose a health risk to others in an academic setting. Therefore, the College supports the following equitable policy to meet the challenges posed by these diseases:

In keeping with the goals of the community college, SUNY Broome Community College does not discriminate on the basis of race, sex, color, creed, age, national origin, disability, marital status, sexual orientation, or status as a disabled veteran or veteran of the Vietnam era in the recruitment/retention of students/employees, or the operation of any of its academic programs or activities as specified by Federal and State laws and regulations.

1. STATEMENT OF EDUCATION

Furthermore, SUNY Broome Community College supports educational programming which addresses current medical interventions used to limit the consequences of HIV/AIDS infection based upon sound and acceptable standards of practice as subscribed to by the American College Health Association (ACHA) and the Centers of Disease Control (CDC), including ACHA's, "General Statement of Institutional Response to AIDS, December 1989...that the College's primary response to the HIV/AIDS epidemic must be one of preventive education."

Based on this premise, the College supports the maintenance of on-going HIV/AIDS informational materials related to preventive education for all campus community members. Educational programming for bloodborne pathogens will be overseen by the Student Health Center.

It is the College's intent that all preventive programming/education related to bloodborne pathogen diseases (HIV, AIDS, Hepatitis B and C) include current information and health practices for the purposes of:

- A. Increasing the student/employee's level of awareness regarding the mode of transmission for bloodborne pathogen diseases based on current standards as subscribed to by the ACHA and CDC.

- B. Providing information as to the socio-cultural factors that impact on the spread of bloodborne pathogen diseases, and the accessibility for treatment (health-care and social service agencies).
- C. Providing information as to the New York State confidentiality laws related to HIV/AIDS testing including anonymous/confidential sites and other community support resources.
- D. Providing referral information to appropriate health-care and social service agencies as related to the protection of one's legal rights when diagnosed/treated for HIV/AIDS.

In summary, it is the College's belief that education and training programs provide the best way to render both students and employees a safe and healthful environment.

2. STATEMENT ON PROCEDURES

There are several policies in effect at the College to protect the rights of students/employees who are positive for HIV or other bloodborne pathogen diseases. The following laws/policies apply to protect the interest of these parties:

- A. Section 504 of the Rehabilitation Act of 1973, as amended, is applicable since current interpretations of Federal law includes individuals with infectious diseases as handicapped. Section 3.10.6 of this policy manual outlines this law and grievance procedures for an individual who feels discriminated against because of the handicap.

For further information regarding this law or other laws that pertain to bloodborne pathogen diseases, those claiming discrimination may contact the College's Affirmative Action Officer.

- B. A student/employee's right to confidentiality of his/her medical records is protected by an amendment to the Family Education Rights and Privacy Act of 1974 and the New York State Public Health 1989 Confidentiality Act as it relates to persons with bloodborne pathogen diseases.
- C. SUNY Broome Community College's statement of Student Rights and Responsibilities, Section 6.1, outlines student code of conduct, including the filing of a complaint about a staff member and/or policy, or regulations/procedures.
- D. Title VI and VII of the Civil Rights Act of 1964, as amended.
- E. Title IX of Education Amendments of 1972.

F. Section 402 of the Vietnam Era Veterans' Re-Adjustment Assistance Act of 1974, as amended.

Administration of the above is under the auspices of the Vice President for Student and Economic Development for student related issues, and the Office of the Vice President for Administrative and Financial Affairs for matters relating to employees.