
TITLE:	A.I.D.S.
NUMBER:	4120
AUTHORIZED BY PRESIDENT:	10/12/87

Increasing awareness and concern over Acquired Immune Deficiency Syndrome (AIDS) dictates that Whatcom Community College clarify its procedures relative to the disease. The following is provided to assist the College community in that regard.

We have been assured that there is no basis for concluding at the present time that schools should routinely exclude, dismiss or isolate students or employees simply because they have AIDS, ARC or virus antibodies. In fact, employees in those categories have been declared disabled and are, therefore, specially protected under state law.

When working with or teaching people who have or who are suspected of having AIDS the following apply at Whatcom Community College.

1. The right to privacy of all individuals associated with Whatcom Community College shall be protected. If you are concerned about an employee or student who is believed to have AIDS, you are obligated to maintain confidentiality by disclosing that information only on a "need-to-know" basis. Such a basis allows you to discuss your concern privately with one of the Deans, the Personnel Manager or the College President. The goals of such a conversation include:
 - Assisting the ill person to function as a student or employee to the best of his or her ability
 - Assisting you to deal with your own questions and concerns, and
 - Maintaining the health and safety of the workplace/learning place

The employee's or student's medical condition shall be disclosed only to the extent necessary to minimize the health risks to the person and to others. The number of people aware of the person's condition will be kept at the minimum and these persons shall not further disclose such information.

2. Employees or students with AIDS related problems shall be permitted to retain their positions or learning opportunities in the same manner as people without the disease. In other words, the College will attempt reasonable accommodations to assist the person as necessary but will not compromise the learning or work environment. For example, reasonable accommodations might include assigning a weakened person to an easier task if such a task must be performed. On the other hand, the employer (or teacher) has the right (perhaps the responsibility) to advise that people who are displaying signs of sickness seek medical help. Again, common sense, confidentiality and humaneness should apply.
3. Treat each ill person or suspected ill person as a unique instance. Each person will require different considerations. Feel free to discuss your concerns with a dean or the personnel manager.

