

CENTENARY COLLEGE

Policy on HIV Virus

Centenary College regards the human immunodeficiency virus (HIV) as an important public health issue. Centenary College does not discriminate on the basis of the HIV virus. Fundamental to the College's response to the HIV virus is the commitment to respect the rights and reasonable concerns of everyone, including those individuals living with this condition. Centenary College expects people who are aware that they have the HIV virus to take precautions against knowingly infecting others. It is the responsibility of every individual to prevent the transmission of the infection.

In compliance with Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the New Jersey Law Against Discrimination, people living with the HIV virus are accorded rights of access to every aspect of Centenary College life, including but not limited to regular academic, employment, social, cultural, spiritual, athletic activities, student support and Human Resources services. Centenary College makes reasonable accommodations for people living with the HIV virus.

Respect for the confidentiality of any person with the HIV virus is of importance. Given the current medical information about the HIV virus, there is no justification to warn others of the presence on campus of someone with the HIV virus or a positive HIV antibody test. It is the right of any person with the HIV virus to decide with whom and how this personal information is or is not shared. Non-consensual disclosure of another person's HIV virus status is strongly discouraged. In accordance with the American College Health Association guidelines and in compliance with federal and state laws, regulations and policies that protect the confidentiality of student and employee medical records and student educational records, no person, agency, insurer, employer, or institution will be provided with any medical information without the prior written consent of the individual or court order requiring such production. Confidential HIV testing is provided periodically on the College campus, free of charge, through the services of the Public Health Department of Warren County.

Any form of discrimination against any person or groups of people who have or who are perceived to have the HIV virus is unlawful. Any person with the HIV virus is guaranteed equal accessibility to any campus facility or activity. Such individuals retain all rights described in this policy. Discrimination or harassment of any kind against any person or groups of people who have or who are perceived to have the HIV virus violates College policy and will not be tolerated.

The primary center with current HIV virus-related information on this campus is the Health Services Office located in the Seay Building. The College makes available timely and current HIV prevention educational material to members of the Centenary community. This information is disseminated throughout the Centenary community through the Health Services Office and the Office of the Vice President of Student Services.

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Any violation of this Policy should be reported to the Director of Human Resources who is the Equal Opportunity Employment Officer of the College. Violation of this Policy or failure to cooperate with investigations pursuant to this Policy may result in disciplinary action up to and including termination for employees and expulsion for students.

This Policy is a product of the law as it currently exists. The College reserves the right to revise, modify, amend or terminate any part or all of this Policy at any time in the College's sole discretion without prior notice.