



Southeastern Louisiana University

AIDS Policy

Faculty Handbook

*Part II: General University Employment
Section D. AIDS Policy*

Classified Employee Handbook

*Part II: General University Employment
Section D. AIDS Policy*

Unclassified Employee Handbook

*Part II: General University Employment
Section D. AIDS Policy*

Graduate Assistant Handbook

*Part II: General University Employment
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Resident Assistant Handbook

*Part II: General University Employment
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Student Worker Handbook

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According to the *Rules of the University of Louisiana System*, "An employee who has tested positive for the AIDS virus, but is medically certified as able to function as an employee, is to be considered as any other employee" (Part Two, Chapter III Faculty and Staff, Section XVIII. Human Immunodeficiency Virus (AIDS), located at: http://www.uls.state.la.us/site100-01/1001055/docs/chapter_3_9_5_03.pdf .)

Southeastern Louisiana University recognizes that employees with a life-threatening illness such as AIDS may wish to continue their employment and, in fact, that continued employment may be therapeutically important to their recovery process. The University also recognizes that it must satisfy its legal obligation to provide a safe work environment for all employees, students, and other visitors to our campus. As long as employees who have AIDS are able to maintain acceptable performance standards in accordance with established University policies and procedures, and if the weight of medical evidence continues to indicate that AIDS cannot be transmitted by casual workplace contact, employees with AIDS will be permitted to continue to work.

In determining such an employee's ability to continue employment, information must be obtained from the employee's physician so that the University can explore the types of possible reasonable accommodations that may be recommended, consistent with the business needs of the University, established University policy, and applicable federal, state, and local laws. Southeastern will take reasonable precautions to ensure that information regarding medical conditions remains confidential.

As a part of its overall AIDS program, Southeastern will conduct on-going training sessions with employees, to provide information about the nature of this disease and to help allay the fear often experienced by employees, owing to a lack of understanding of AIDS and especially of

how it can be transmitted. Also stressed during such sessions will be the services Southeastern offers to individuals with AIDS, including medical and other benefits offered by Southeastern to employees as well as their dependents and referral information, if needed.

Employees who have AIDS or other life-threatening illness are asked to please contact the Human Resources Office. The Human Resources Office will provide information about the illness and about programs that are available to assist employees and their families.