

HIV (HUMAN IMMUNODEFICIENCY VIRUS) POLICY

MUWCI (“College”) recognizes the need to establish a policy concerning employees and students who are HIV seropositive or diagnosed as having any terminally infectious disease. It also recognizes that the state of medical understanding of the HIV virus and terminally infectious diseases is rapidly changing.

The College will not discriminate against any person on the basis of their HIV status. HIV status will not be a factor in admission of students, continuation of studies, employment or contract renewal. The College will educate all members of its community about HIV & AIDS in a balanced and appropriate manner.

The College will protect the confidentiality of HIV status information whether oral, written or electronic.

The College will actively counter discrimination on the basis of HIV status through education and/or disciplinary action. Hygiene and first aid practices and procedures at the college will be conducted with the awareness of the possibility of transfer of HIV through blood and body fluids and precautions will be taken to eliminate this risk.

This policy presents guidelines to be followed when any serious communicable disease becomes known.

If an employee or a student at the school, or a prospective employee or student, is infected with the HIV virus or any terminally infectious disease, the infected employee or the parent(s) or guardian(s) of infected students shall be required to inform the college doctor that a positive diagnosis has occurred. Her/his case will be dealt with individually by the college, in the following way:

- a. The doctor will inform the Head of the College. The issue will be kept confidential. Privacy shall be of paramount concern.
- b. The case will be reviewed by the Head’s Operations Committee, the College Doctor and a Board Representative. The results of the review will be communicated to a sub committee of the Board of Trustees which will decide the action to be taken, acting in the best interests of the school community.
- c. During the time that the case is being reviewed the Head of the college will decide, bearing in mind all pertinent information, whether the employee or student shall be allowed to follow her/his regular pattern of employment or study at the school.