

## APPENDIX 3

### COLLEGE POLICY ON HIV AND AIDS

#### *1 General Information*

(1) So far as is known at present, the viral agent HIV [Human Immunodeficiency Virus, also known as the AIDS virus] is not transmitted from person to person during every-day working activities. The major risks are through unprotected sexual intercourse with an infected person, the injection of contaminated blood or blood products and sharing drug needles.

(2) Infected persons may continue to mix with others normally. Infection has not been known to be transmitted by coughing, sneezing, or the sharing of washing or toilet facilities.

#### *2 Health Promotion*

The College will pursue an education policy to ensure that members and employees are encouraged to know how to combat the spread of HIV infection and how to care for those who are infected with HIV [antibody-positive].

The HIV/ AIDS Officer in College is the Dean.

#### *3 Confidentiality*

All information regarding the HIV or AIDS status of an individual must be treated in strict confidence. Revelation of HIV status should be entirely at the discretion of the individual concerned.

#### *4 Rights of the HIV antibody positive person*

(1) Students and staff are advised that HIV positive status will not result in the curtailment of any rights of a student or member of staff of the College.

(2) HIV antibody-positive students can attend seminars, tutorials, and supervisions and use all relevant academic facilities. Similarly staff can attend work in the College. Disclosure of HIV status will not result in a student or member of staff being removed from College accommodation.

Such students or staff members will still be able to use all normal facilities [e. g., the dining hall, bar, washing facilities] because the HIV status carries no risk to others through such contact.

(3) Students and staff who are HIV antibody positive shall be allowed to take part in sporting activities, since the risk of cross infection is small. Sharing shower/ changing facilities will not put others at risk. In the event of any sporting injuries etc., the qualified person administering first aid will know what precautions to take to minimise the risk of infection. If no qualified person is available, anyone providing first aid should be aware of the recommendation that any exposed cuts or abrasions should be covered with a waterproof dressing before treating a casualty, whether or not infection is suspected. The College First Aid Kit will contain a leaflet on the precautions needed during first aid. If direct contact with another person's blood or other body fluids occurs, the area should be washed as soon as possible with ordinary soap and water.

#### *5 Duties of the HIV antibody positive person*

1. The HIV antibody positive person must recognise that he or she is a potential threat to any uninfected person who might come into intimate contact with the blood or semen, and that his or her rights do not include the freedom to place others at risk of infection; rather they have a duty to reveal their status to any person who might be placed at risk through unprotected intimate contact.

#### *6 Rights and Duties of the College*

(1) The College has the right to expect that its members will behave responsibly towards one another, and that any students or staff who know that they are HIV antibody-positive will behave responsibly and so avoid risk to others.

(2) No person has the right to know about the presence of an HIV antibody-positive person within the College. For its part, the College will treat HIV antibody-positive persons without any form of discrimination.

#### *7 Rights and Duties of those who develop the symptoms of AIDS*

(1) Students and staff who develop the symptoms of AIDS shall receive consideration appropriate to the severity of their illness and consistent with the College's attitude to other forms of long-term illness. They will be allowed to live in their accommodation for as long as their condition permits, with access to the appropriate care provided, so far as is possible with normal College facilities.

(2) The College will permit an AIDS patient to vacate his or her room intermittently if their condition requires admission to hospital; the room will not be allocated to anyone else in the temporary absence of the normal occupant. The College notes that the University Aids Working Group has recommended that students with AIDS should, if the need arises, be granted special dispensation for periods of absence caused by hospitalisation particularly in relation to University residence requirements. In the case of College staff, persons with AIDS will be treated no differently from those suffering from any other disease.

#### *8 Travel and study abroad*

(1) HIV and AIDS infection occur in all parts of the world, but certain areas have an unusually high prevalence. It should be understood that in areas of high prevalence unsafe sexual practices with residents carry an even greater risk of HIV infection than in the UK., and in such countries it may also be wise to take certain medical supplies for use in emergencies where blood transfusion may be needed.

(2) Travel and study abroad may require HIV testing to meet the entry regulations. Students should be informed by their departments before commencing courses or research if these normally involve visits to countries requiring an HIV test. Where an individual does not wish to be tested, the College Tutors will wherever possible support the student in making alternative arrangements and students will not be penalised by them.

#### *9 Domestic and maintenance staff*

(1) The risk to domestic cleaners is very low, but obviously intimate contact with blood or semen from persons carrying the viral agent HIV could be a risk if a cut or abrasion is contaminated with these fluids. Domestic staff should be given clear instructions about hygienic and protective measures [wearing gloves, using appropriate disinfectants, etc.] when handling any material that

may be contaminated with blood or semen, and supervisors must ensure that these precautions are always observed.

(2) The Housekeeper must be aware of the latest practices recommended by the Cambridge Health Authority for preventing infections at work, must follow those policies, and ensure that the College domestic and maintenance staff are trained in their implementation and understand the reasons for that implementation. It must be stressed that the HIV is by no means the only dangerous virus that may be transmitted by contact with infected blood; in that sense there is nothing unique about AIDS. The College is to keep a supply of protective gloves together with household bleach [e. g. Domestos], disposable paper towels and related rubbish bags.

(3) If these precautions are taken, domestic and maintenance staff have absolutely nothing to fear from looking after the room of an HIV antibody-positive person, or a person with AIDS.

#### *10 Revision of Guidelines*

Attention is drawn to the University Guidelines. It is the intention of the University's Working Group to re-issue and update these guidelines from time to time, and the College will revise its policy as appropriate in the light of any changes in the guidelines.