

VALPARAISO UNIVERSITY POLICY
FEDERAL AND STATE POLICIES CONCERNING COMMUNICABLE DISEASES

Students and employees of Valparaiso University who are infected with dangerous communicable diseases, including Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), or test positive for the Human Immune Deficiency Virus (HIV) antibody may be protected by state and/or federal laws by virtue of said infections. In dealing with infected students and employees, Valparaiso University will comply with all applicable laws.

Students or employees who have been diagnosed with AIDS or other dangerous communicable diseases, or who have reason to believe they are so infected, are urged to share this information with the Health Center Administrator for an appropriate response to their needs.

The confidentiality of infected students and employees will be respected. However, when it is deemed necessary for the well-being of other members of the Valparaiso University community, a request may be made for the release of information by a voluntary written consent to the Health Center Administrator, University physician, and/or other appropriate University official(s). The Health Center is obligated, by law, to disclose to public health officials information about confirmed cases of acute AIDS and the HIV infection.

Valparaiso University acknowledges its responsibility to inform students and employees of their rights and is committed to providing educational programs about AIDS and other dangerous communicable diseases and their relationship with sexuality, based on current public health information.

In accordance with the requirements of Indiana Code 16-10-7-5, Valparaiso University has adopted the following policy:

Any employee of Valparaiso University who is required to have direct contact with blood or other body fluids in the course and scope of the employee's employment shall use the Universal Precautions published by the Indiana State Board of Health whenever said employee is required to have direct contact with blood or other body fluids. Any employee who fails to use the Universal Precautions under such circumstances will be subject to disciplinary action. Whenever an employee of Valparaiso University is directly exposed to the blood or other body fluids of another person while in the course and scope of the employee's employment, an "Incident Report" shall be completed and filed with the employee's immediate supervisor and the Office of Human Resources.

If the employee is an emergency medical care provider (e.g., University Police personnel, etc.) and the emergency medical care provider is exposed to blood or other body fluids while providing emergency medical care to a patient, a copy of the Incident Report may be sent to the emergency medical service facility receiving the patient within 24 hours after the patient is admitted to the facility. Copies of Incident Reports shall be kept in a file at the Office of Human Resources designated for that purpose.