

Acquired Immune Deficiency Syndrome – AIDS Policy

SUNY Cortland will not discriminate against students, faculty, or staff because of HIV Disease or a positive antibody test result. The College will consider the interests of the affected person, the College, other individuals in the College community, and pertinent medical knowledge in formulating requirements and responses to each individual case. Management may require a medical examination to determine an employee's ability to perform the duties of his/her position. Medical diagnoses and/or HIV Disease related problems would be treated confidentially as required by applicable law and College policy.

SUNY Cortland will consider each HIV Disease case on an individual basis. Case by case consideration will be addressed by appropriate College personnel with professional medical management following the guidelines of the United States Public Health Service Centers for Disease Control and the American College Health Association.

Individuals diagnosed with HIV Disease may need special accommodations or restrictions, especially for their protection. The type and extent of the disease and its impact on the patient's ability to function will influence policy determination.