

LAKE-SUMTER STATE COLLEGE

BOARD RULE

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**TITLE:** HIV-AIDS

**NUMBER:** 2.05

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**AUTHORITY:** American Disabilities Act  
Sections 503 and 504 of the Rehabilitation Act of 1973

**PAGE:** 1 of 2

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**HISTORY:** New - 4/20/88  
Amended – 6/19/96; 3/22/05; 10/20/09

**DATE ADOPTED:**

10/20/09

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**REFERS TO PROCEDURE NUMBER:**

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**Definitions:**

**Human Immunodeficiency Virus (HIV)** is a virus disabling the immune system. An individual who is determined to be HIV antibody positive but has not yet developed the symptoms of AIDS or ARC.

**Acquired Immune Deficiency Syndrome (AIDS)** is an immune system disease causing loss of ability to fight infections. An infected individual is defined as one who is diagnosed with having AIDS or one who is diagnosed with having AIDS Related Complex (ARC).

1. HIV infection is a disabling condition under applicable federal and state laws as found in the American Disabilities Act and the Rehabilitation Act of 1973, Sections 503 and 504. Individuals with HIV disease are protected by these laws as well as by this District Board Rule.
2. The laws and Rules prohibit disability-based discrimination and harassment against persons living with HIV disease, persons perceived to have HIV disease, and, in many circumstances, caretakers, relatives, or other persons associated with individuals known to have HIV disease.
3. The District Board shall provide equal access and equal rights to individuals in the college community who have tested positive for Human Immunodeficiency Virus (HIV) or who have been medically diagnosed with Acquired Immune Deficiency Syndrome (AIDS).

5. Non-Discrimination/Harassment Policy

The College shall apply the same statutes, policies, procedures and regulations to students, student applicants, employees and employee applicants with HIV-AIDS as are applied to persons with disabling conditions.

Discrimination and/or harassment against those with, or suspected of having, HIV-AIDS shall not be tolerated and any individual adjudged engaging in such act(s) or action(s) will be disciplined as in any other form of discrimination and/or harassment.

6. Access:

There will be no restrictions on access for individuals with HIV-AIDS to classes, classrooms, ancillary buildings and facilities, or other common areas of the College.

7. Accommodations:

The College will make reasonable accommodations to ensure the continued ability for individuals with HIV to perform essential functions.

8. Testing:

The College shall not require mandatory HIV testing of either employees or students.

9. Grievance:

Individuals may file a grievance with the Office of Equity and Diversity in response to an act of discrimination on the basis of an HIV-AIDS status.

Office of Equity and Diversity  
Williams Johnson Administration Bldg  
Lake-Sumter State College  
9501 U. S. Highway 441  
Leesburg, FL 34788-3950  
352/365-3592

OR

Francine Pistilli, Director  
Human Resources  
Williams Johnson Administration Building  
Lake-Sumter State College  
9501 U. S. Highway 441  
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[pistillif@lssc.edu](mailto:pistillif@lssc.edu)  
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History: New - 4/20/88  
Amended – 6/19/96; 3/22/05