POLICY ON AIDS AND NON-DISCRIMINATION

Claremont Graduate University does not discriminate against any student, administrator, faculty member, or staff member who has, or is perceived to have, AIDS, AIDS-related complex (ARC), or HIV seropositive status. A copy of the full CGU policy statement regarding AIDS and non-discrimination is available from the dean of students.

STUDENTS

Admissions: Consideration of AIDS, ARC, or a positive HIV antibody test is not a part of the admissions process.

Academic, Social, and Residential Life: Any student who has, or is perceived to have, AIDS, ARC, or a positive HIV antibody test is allowed to attend classes, participate in CGU social and residential life, and use all CGU facilities as long as he or she is physically able. If the disease becomes disabling, CGU shall endeavor reasonably to accommodate the student. In so doing, it will follow the same principles that it uses in dealing with students affected by other physically disabling conditions.

ADMINISTRATION, FACULTY, AND STAFF

Hiring, Promotion, and Tenure: Consideration of AIDS, ARC, or a positive HIV antibody test is not to be a part of the hiring, promotion, or tenure process.

Employment and Use of Facilities: Administration, faculty, and staff who have, or are perceived to have, AIDS, ARC, or a positive HIV antibody test are allowed to perform their jobs and participate in CGU social and residential life as long as they are physically able. Any such condition, or perceived condition, is not a basis for excluding a member of the administration, faculty, or staff from work, from classes, or from CGU facilities. If the disease becomes disabling, CGU shall endeavor reasonably to accommodate the individual. In so doing, it will follow the same principles that it uses in dealing with individuals affected by other physically disabling conditions.

Sick Leave Procedures: AIDS or ARC will be treated as any other illness, and CGU will conform with The Claremont Colleges' sick leave and disability leave procedures for administration, faculty, and staff members with AIDS or ARC.

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