

Policy Statement on Discrimination against Academic Staff Living with Communicable Diseases

Communicable diseases are those that are spread from person to person, either directly or indirectly. Such diseases vary: some are highly communicable (airborne, for example), while others are transmitted only through intimate contact. Regardless of mode of transmission, however, those who live with or have survived communicable diseases often face stigma and discrimination in employment and daily life, based on unreasonable fears. Such stigma and discrimination have been widely documented as deterrents to seeking care and as unfair and inequitable barriers to full participation in society.

1. CAUT is committed to ensuring that there be no discrimination against or victimization and harassment of people living with communicable diseases.
2. Medical testing should not be a prerequisite for employment, access to training, or promotion.
3. Region of origin should not be a rationale for discrimination based on fear of communicable disease.
4. Workplace precautions regarding disease transmission should be only those appropriate to the bona fide communicability of a given disease.
5. Those living with communicable disease are entitled to protection from discrimination and, where appropriate, to accommodations related to their illness.

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