

<b>Policies of the University of North Texas Health Science Center</b>	<b>Chapter 05 Human Resources</b>
<b>05.510 AIDS Policies &amp; Procedures</b>	

Policy Statement.

Purpose: To educate the University of North Texas Health Science Center community on the prevention and spread of the human immune deficiency virus (HIV) and of acquired immune deficiency syndrome (AIDS); protect employment rights and privileges of individuals infected with HIV/AIDS; and provide a safe educational and working environment.

The health science center recognizes that personnel/students with HIV infections may wish to continue in their normal work/academic activities. Such individuals may continue in their normal activities so long as their physical condition allows them to do so. Self-reporting of infectious diseases except as required by law, is not mandatory, but is encouraged. A designated infectious disease physician will make determinations of fitness on a case-by-case basis.

Application of Policy.

Faculty, Staff and Students

Definitions.

None

Procedures and Responsibilities.

Procedure / Duty

Responsible Party

1. Rights of Personnel

- a.) Admission and Hiring Practices: The presence of HIV infection will play no part in admission to or participation in academic programs, nor will it be a basis for employment decisions at UNTHSC-FW.
- b.) Routine Screening: There is no need for routine screening for HIV. Personnel/students who wish to be screened should seek medical attention by their private physician or by an institutional physician designated for this purpose.
- c.) Caring for Patients with HIV: Personnel/students who have concerns about caring for patients with HIV infection may seek counseling from the designated infectious disease physician or their own personal physician.

- d.) Reasonable Accommodation of HIV-Infected Personnel/ Students: Personnel / students infected with HIV or who become infected will not be denied access to services or facilities. A goal of this policy is to make all reasonable accommodations to retain personnel/students as long as they are able to perform their essential duties/responsibilities of their position or the academic program.
  
- e.) HIV-Infected Care-Givers: Personnel/students with HIV infection may perform patient care duties except when infectious conditions are present which prevent or limit the performance of normal activities. HIV-infected personnel/students will be restricted from working with patients when the health of the individual does not permit. Infectious conditions which would require restriction from activities are: infectious diarrhea, skin lesions, or pulmonary infections which would restrict the activities of any employee or student.

These restrictions comply with the recommendations for the Centers for Disease Control (CDC). Personnel/students with asymptomatic HIV infection or AIDS, upon request, will be counseled as to potential risks to themselves posed by exposure to certain infectious agents, e.g., tuberculosis, during the performance of their job.

- 2. UNTHSC-FW will have an infectious disease physician, appointed by the President, who will follow all known (self-reported) cases of HIV-infected personnel/students. In this capacity, the infectious disease physician will:
  - a.) determine the fitness of HIV-positive individuals to perform clinical duties,
  
  - b.) with written consent of the individual, consult with the President concerning HIV-infected personnel; this consultation will respect the individual's rights to privacy while providing the President with the basic facts of each case,
  
  - c.) designate physicians within the health science center to provide medical supervision of HIV-positive individuals,

d.) provide, or make arrangements for providing, psychological counseling for HIV-positive individuals, and

e.) assign training programs that teach methods of prevention and control of transmission of HIV.

3. Bloodborne Pathogen Exposure Control Plan: All personnel/ students who are at risk for occupational exposure to HIV will be provided a copy of the UNTHSC-FW *Bloodborne Pathogen Exposure Control Plan*. A copy of the plan can also be found in the UNTHSC-FW Infection Control Manual.

For personnel to qualify for Workers' Compensation or any other similar benefits or compensation related to occupational exposure to HIV, an accident report must be filed and an HIV antibody test performed within 10 days of the alleged exposure. Personnel who are HIV negative upon initial testing and who subsequently become HIV positive may then pursue claims for compensation or benefits. Copies of all accident reports which involve potential exposure to HIV and the results of all screening shall be placed in the individual's personnel occupational medical file to be kept by the Employee / Student Health Services. Personnel exposed to HIV on-the-job may not be compelled to be tested for HIV.

4. Confidentiality of Information: The health science center will comply with Federal and State laws, regulations and policies to protect the confidentiality of medical and educational records. Agencies, personnel and individuals having access to such records by law or regulation will have access on a need-to-know basis but may not divulge the information to others. Health Science Center personnel with knowledge of HIV infected individuals or personnel will not identify those individuals or personnel to others except as provided by law or regulation. A goal of this policy is to provide environments conducive to the delivery of quality health-care, academic instruction and research while providing protection for personnel.
5. Policy Distribution: This policy will be distributed in a manner which complies with federal and state laws. The health science center may elect to include this policy in one or more of the following documents: the Personnel Policies and Procedures Manual, the Student Handbook, a brochure for this purpose, the Infection Control Manual or any other means that ensures distribution to all personnel.

References and Cross-references.

Centers for Disease Control and Prevention  
Texas Health and Safety Code, § 85.

FOR MORE INFORMATION CONTACT:

Infectious Disease Specialist  
Department of Medicine  
UNTHSC-FW Designated Physician  
735-2660

Exposure follow-up: Employee / Student Health Services-735-5051

Waste disposal contact: Supervisor of Custodial Services  
735-5072  
Safety Officer  
735-2697

Supplies: Pharmacist  
735-2248

Forms and Tools.

None

Approved: 9/1/2006

Effective: 9/1/2006

Revised: