

**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

SUBJECT

UNIVERSITY HUMAN RESOURCES POLICIES

SUB-TOPIC

AIDS/HIV INFECTION POLICIES AND GUIDELINES, Continued

- b.) federal and state laws, rules and regulations concerning HIV infection and AIDS, and
 - c.) the physical, emotional, and psychological stress associated with the care of patients with terminal illnesses.
- K. Unemployment Compensation Benefits: Each U.T. System institution will inform employees via employee or faculty guides or other appropriate methods that state law provides that an individual will be disqualified for Unemployment Compensation benefits:
- 1. if the Texas Employment Commission (TEC) finds that the employee left work voluntarily rather than provide services included within the course and scope of employment to an individual infected with a communicable disease, including HIV. This disqualification applies if the U.T. System component provided facilities, equipment, training, and supplies necessary to take reasonable precautions against infection; or
 - 2. if the TEC finds that the employee has been discharged from employments based on a refusal to provide services included within the course and scope of employment to an individual infected with a communicable disease, including HIV. This disqualification applies if the U.T. System component provided facilities, equipment, training, and supplies necessary to take reasonable precautions against infection.
- L. Health Benefits: No U.T. System student or employee will be denied benefits or provided reduced benefits under a health plan offered through the U.T. System on the basis of a positive HIV test result.