

ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL

SUBJECT

UNIVERSITY HUMAN RESOURCES POLICIES

SUB-TOPIC

AIDS/HIV INFECTION POLICIES AND GUIDELINES, Continued

4. Informed Consent:
 - a.) Unless otherwise authorized or required by law, no HIV test should be performed without informed consent of the person to be tested.
 - b.) Consent will be written on a separate form, or the medical record will document that the test has been explained and consent has been obtained. The consent form will state that post-test counseling will be offered or the medical record will note that the patient has been informed that post-test counseling will be offered.
5. Reporting of Test Results: HIV and HBV test results will be reported in compliance with all applicable statutory requirements, including the Communicable Disease Prevention and Control Act, Texas Health and Safety Code, §81.001.
6. Conditions of HIV Testing of Employees at Institution's Expense: Employees will be informed that they may request HIV testing and counseling at the institution's expense, if:
 - a.) The employee documents possible exposure to HIV while performing duties of employment, and
 - b.) The employee was exposed to HIV in a manner that is capable of transmitting HIV as determined by guidelines developed in accordance with statement of the Texas Department of Health (TDH) and Center for Disease Control (CDC).
7. Qualifying for Workers' Compensation Benefits: State law requires that an employee who bases a workers' compensation claim on a work-related exposure to HIV must provide a written statement of the date and circumstances of the exposure and document that within ten (10) days after the exposure, the employee had a test result that indicated absence of HIV infection. An employee who may have been exposed to HIV while performing duties of