



Policy Chapter: Chapter 5 Human Resources

Policy Number and Title: 05.019 HIV/AIDS Education and Prevention

I. Policy Statement

The University of North Texas will make every effort to protect the rights and ensure the well-being of those individuals infected with HIV/AIDS while providing a safe educational and working environment. Use of an individual's HIV/AIDS status to decide employment status or service delivery, unless authorized by federal or state law, is prohibited. HIV/AIDS-related policies and procedures will be consistent with current information from public health authorities, such as the Centers for Disease Control and Prevention, and with state and federal law.

II. Application of Policies

All Employees and Students

III. Policy Definitions

A. AIDS

"AIDS," in this policy, means Acquired Immune Deficiency Syndrome as defined by the Centers for Disease Control of the United States Public Health Service. This disease is caused by the Human Immunodeficiency Virus.

B. Employee

"Employee," in this policy, means an individual employed part-time, full-time, or in a temporary capacity by the University.

C. Student

"Student," in this policy, means any person who is currently enrolled at the University.

IV. Policy Responsibilities

A. Education

1. Employees

HR will provide all new hires with this policy and with additional education about the methods of transmission and prevention of HIV infection and related conditions in the onboarding process.

2. Students

The University offers educational training programs on HIV/ AIDS to students through the Student Health & Wellness Center, including how to prevent the transmission of HIV infection. These programs are tailored to the cultural, educational, language, and developmental needs of the target audience. In addition, the Student Health & Wellness Center will provide medical care for routine medical problems, psychiatric visits, and referrals to any student desiring assistance with an HIV/AIDS related issue. Counseling sessions are also available through the Counseling & Testing Center.

B. Safety Precautions

Medical evidence indicates that people with HIV/AIDS pose no risk of transmitting the virus to others through ordinary, casual, interpersonal contact. Research identifies transmission through blood, semen, vaginal secretions, birth, and breast milk. Any student or employee who may come in contact with blood or other body fluids should take the necessary health precautions to protect against transmission, in accordance with recommendations from the Centers for Disease Control and the Public Health Service.

C. Student and Employee Rights

The University recognizes that students and employees who have HIV/AIDS can continue in their normal academic and/or work activities as long as their physical condition allows them to do so. No difference in treatment shall be accorded these individuals.

1. Confidentiality of Information

The University will comply with federal and state laws, regulations, and policies that protect the confidentiality of medical and educational records and with requirements for the reporting of certain test results or medical conditions to appropriate health authorities and others legally authorized to receive the information. Persons who are infected by HIV/AIDS are not required to reveal their HIV/AIDS status to the University, however, students are urged to share this information on a confidential basis with the Student Health and Wellness Center, so that appropriate health and educational needs may be met. Student and employee health information is personal and confidential and will be treated as such. Neither the University nor any student or employee, except as provided by law, shall disclose to anyone the identity of a person with HIV/AIDS without the person's prior written consent. University employees with access to confidential information must maintain strict confidentiality and privacy, separating this information from personnel and student records. Individuals who fail to protect these employee and student rights commit a serious offense and are subject to disciplinary action including termination as well as both criminal and civil penalties.

2. Right of Participation and Employment

The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities. Students and employees with HIV/AIDS will be treated the same as all other students and employees with respect to this and other federal and state laws. Confidentiality as to the identity of a student or employee seeking a reasonable accommodation because of HIV/AIDS shall be maintained.

3. Residential Housing of Students

The University residential housing staff will not exclude HIV-positive students from University housing and will not inform other students that a person with a HIV infection lives in University housing.

D. Responsible Behavior

Persons who have a reasonable basis for believing or who know that they are infected with HIV/AIDS are expected to seek expert medical advice about their health circumstances and are obligated, ethically and legally, to conduct themselves responsibly for the protection of other members in the University and the community.

V. References and Cross-References

[Texas Education Code § 51.919](#)

[Texas Health and Safety Code, Chapters 81 and 85](#)

Texas Department of Health HIV/AIDS Model Workplace Guidance (HIV/STD Policy No. 020.006)

[Texas Department of State Health Services Policy 090.021, HIV/AIDS Model Workplace Guidelines for Business, State Agencies and State Contractors](#)

[Centers for Disease Control and Prevention](#)

VI. Revision History

Policy Contact:	Asst VC & Chief HR Officer
Approved Date:	09/01/1990
Effective Date:	09/01/1990
Revisions:	08/1996, 07/2000, 11/2004, 07/11/2022