

UHCL AIDS Policy

Approved by University Council July 8, 1992

Reviewed and approved by University Council on December 10, 2009

1. PURPOSE

The purpose of the policy on AIDS is to address the issue of Acquired Immune Deficiency Syndrome (AIDS) and to establish guidelines for responding to AIDS within the campus community. The university acknowledges its responsibility to promote a safe, healthy, and supportive campus community. AIDS has become a global health issue; the university addresses related issues in this policy statement. This policy has been developed in accordance with the Texas Education Code, Chapter 51, Section 51.919.

2. ADMINISTRATIVE POLICIES-STUDENT NON-DISCRIMINATION

2.1 Discrimination against students with AIDS, AIDS-Related Complex (ARC), HIV infection or a related condition is prohibited.

2.1.1 Admissions decisions will not be made on the basis of known or suspected infection with any of the conditions listed herein.

2.1.2 Admission questions regarding whether or not an applicant is infected with any of these conditions are illegal and prohibited.

2.1.3 Admission questions regarding an applicant's sexual orientation are illegal and prohibited.

2.2 A student with a suspected or confirmed diagnosis of AIDS, AIDS-Related Complex (ARC), HIV infection or a related condition shall be treated like any other student with an illness, e.g., if able to attend class, shall be allowed to attend.

3. CONFIDENTIALITY

3.1 An employee's and student's medical diagnosis, if known, is considered privileged information and will not be released without the employee's permission except as provided by law.

3.2 No employee or student will be asked to provide information as to his or her sexual orientation.

4. APPLICABILITY

This policy applies to all university students, faculty, and staff. Failure to comply with the terms of this policy may be grounds for suspension or expulsion from university educational programs and/or disciplinary action or dismissal from employment.

5. EDUCATION

5.1 Educational Pamphlet

5.1.1 AIDS educational pamphlets will be provided for every employee annually. The pamphlet will be the Texas Department of Health's educational pamphlet or a pamphlet based on the model developed by the TDH. The pamphlet will be provided to new employees on the first day of employment and to all employees annually.

5.1.2. This educational pamphlet will also be available at various locations including the Health and Disability Services, Career and Counseling Services, and the Student Life Office upon student's request.

5.2 Information on Prevention Provided to Students

5.2.1 The Student Service component should routinely offer student education based on the model HIV education and prevention program developed by the TDH and tailored to the students' cultural, educational, language, and developmental needs.

5.2.2 The university's policy concerning AIDS will be published in the "Student Life Policies" which is made available to every student at the beginning of each semester.

5.2.3 A copy of the American College Health Association report, AIDS on the College Campus, will be made available in the Health Center.

6. COUNSELING

Confidential psychological counseling about issues related to AIDS will be available to students, faculty, and staff at the UHCL Career and Counseling Services Office. Support will be provided by professional counselors and psychologists on concerns such as the fear of contracting AIDS, stresses resulting from the occurrence of symptoms of HIV infection, lifestyle adjustments necessitated by the threat of HIV infection, relating to loved ones who have AIDS or losing a loved one to AIDS. Referrals to other counseling and support services will also be provided.

7. TESTING AND HIV INFECTION

7.1 Mandatory Training

The university will not require HIV testing of either employees or students.

7.2 Voluntary Testing and Counseling

The University of Houston-Clear Lake Health Center will offer confidential testing for the HIV virus to all students, staff, and faculty upon request following the guidelines set by the American College of Health Association. Mandatory pre and post test counseling is provided by a staff person listed with the Texas Registry or by the university physician. Referrals for testing at other sites in the area are also available.

7.3 Informed Consent

All HIV testing done in the Health Center will require informed consent of the person to be tested. 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.

7.4 Reporting of HIV Positive

Positive HIV test results will be reported in compliance with all applicable statutory requirements.

7.5 Confidentiality of Medical Records

All records with information concerning HIV status of students, staff, or faculty will be kept strictly confidential and not released without written consent of the patient.

7.6 Patient Care

Patients with positive HIV tests will be evaluated and referred to follow up care on an individual basis relevant to their needs.

William A. Staples
Title: President
University of Houston-Clear Lake

Approval Date: July 8, 1992

Sunset Date: February 10, 2020