



8.1.2 Admission of Health Professions Students with AIDS or HIV Infection; Hiring Employees with AIDS or HIV Infection

Chapter 8 - Health & Safety	Original Effective Date: June 2000
Section: 8.1 Bloodborne Pathogens Policy	Date Last Reviewed: April 2023
Responsible Entity: Vice President for Facilities and Capital Planning	Date Last Revised: April 2023

I. Purpose

The Purpose of this policy is to provide guidance in complying with statutes concerning bloodborne pathogens including human immunodeficiency virus (HIV), Hepatitis B virus (HBV), and Hepatitis C virus (HCV).

II. Scope

This Policy is applicable to students, faculty, and employees of UT Health San Antonio (UTHSA) and shall be made available to students, faculty, and staff members of UTHSA by its inclusion in the student, faculty, and personnel guides if practicable, or by any other method.

III. Policy

UT Health San Antonio (UTHSA) shall not inquire about the HIV status of any applicant for admission to or employment at UTHSA unless it has been determined that the condition of being infected is grounds for denial of admission or employment.

Admission or hiring of an asymptomatic HIV infected applicant can only be denied on the basis of such infection if the institution concluded, on the basis of sound medical and scientific evidence, that the applicant's infected status would prevent him or her from completing essential degree requirements or essential duties of employment and that no reasonable accommodation could be made that would enable the applicant to do so.

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

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VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
06/2000	Policy Origination		
12/2006	Policy Revision		
04/2023	Policy Update/Discretionary Edit		