

# AIDS, HIV, AND OTHER BLOODBORNE PATHOGENS

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## Purpose

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1.1 The University of Nebraska Medical Center (UNMC) Employee Health and Safety Policy was designed to address the following areas: AIDS, HIV, and other bloodborne pathogens.

## Scope

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2.1 This policy is applicable to all UNMC students, and employees to include Office/Service, Managerial/Professional, Faculty, and Other Academic/Administrative positions. It also may apply to campus visitors such as applicants for educational programs, applicants for employment, volunteers, and vendors.

## Basis of the Policy

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3.1 The University of Nebraska desires to provide a healthy, safe, and secure work environment and has established a code of conduct for all campuses of the University of Nebraska system.

UNMC is committed to the promotion of health and the prevention of disease. UNMC protects the rights and welfare of employees, staff, students, volunteers, and patients in addressing employment concerns about AIDS, HIV infection, and other bloodborne pathogens.

UNMC will be guided by applicable federal and state regulations, Centers for Disease Control and Prevention (CDC) guidelines, and legal requirements. UNMC will also consider The Nebraska Medical Center's infection control policies in the development of campus regulations to prevent the spread of potentially infectious agents.

## Authorities and Administration

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4.1 The UNMC Human Resources' Division Director of Employee Relations and the Manager of Safety are responsible for the administration, implementation, and maintenance of the AIDS, HIV, and other Bloodborne Pathogens Policy at the campus level in consultation with the Assistant Vice Chancellor for Business and Finance, Executive Director of Human Resources, and the Vice Chancellor for Business and Finance.

## Policy

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5.1 AIDS, HIV, and Other Bloodborne Pathogens:

UNMC employees are expected to care for HIV and other bloodborne pathogen-infected patients on the same basis as other patients. Employees may not refuse to care for a patient solely because the patient has AIDS, HIV infection, or other bloodborne pathogens. If, after

education and counseling, an employee refuses to participate in the care of a patient with AIDS, HIV, or other bloodborne pathogens, appropriate employment actions, under the Corrective and Disciplinary Action Policy will be instituted.

Employees are responsible for completing mandatory bloodborne pathogens training, if required for their individual job. Failure to complete required mandatory training may result in corrective and disciplinary action, up to and including termination.

Employees who may have an infectious disease should refer to The Nebraska Medical Center/UNMC Physicians infection control guidelines. An employee with an infection that could be communicated to patients will be relieved of the responsibility of providing care to HIV-infected patients in a manner consistent with The Nebraska Medical Center/UNMC Physicians infection control policy.

UNMC provides the protective measures recommended by CDC and other applicable agencies. It also educates employees in the use of such protective measures.

Employees are required to follow "standard precautions" while caring for patients.

5.2 Employees with HIV infection, AIDS, or other bloodborne pathogens:

1. Employees who become aware they are infected with HIV or other bloodborne pathogens should consult with employee health. Employment actions taken concerning UNMC employees with AIDS, HIV infection, or other bloodborne pathogens, will be consistent with UNMC policies and procedures, hospital infection control policies, and other applicable legal requirements. UNMC shall have the discretion to take any employment action determined to be in the best interest of the individual employee and others.

2. HIV positivity should not impose restrictions on rendering care to patients in most circumstances. However, special considerations may be appropriate when invasive procedures are performed or if the possibility of blood-to-blood contact exists. Decisions regarding restrictions should be made in conjunction with employee health, The Nebraska Medical Center, Healthcare Epidemiology, the HIV medical director and administration.

3. Medical information about an employee who has AIDS, HIV infection, or other bloodborne pathogens is to be protected from inappropriate or unauthorized release. Medical information will not be released unless one of the following applies:

- a. The employee has given written consent to the release of information.
- b. Disclosure is required by law.

The disclosure is determined to be necessary to protect the health and welfare of others, after consideration of the particular facts and circumstances, and in conjunction with the employee health and/or the physician's advocacy committee. Information shall be released only to those who need to know to protect the health and welfare of others.

## Notice of Non-Discrimination

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Please see UNMC's Notice of Non-Discrimination (<http://www.unmc.edu/titleix/notice-nondiscrimination.html>) regarding the University of Nebraska Medical Center's commitment to creating a diverse and

inclusive working and learning environment free from discrimination and harassment.

## Additional Information

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- Human Resources, Employee Relations (<http://www.unmc.edu/hr/>) at 402-559-7394 or 402-559-8534
- UNMC Policy No. 1098, Corrective and Disciplinary Action Policy ([https://wiki.unmc.edu/index.php/Corrective/Disciplinary\\_Action/](https://wiki.unmc.edu/index.php/Corrective/Disciplinary_Action/))
- UNMC Procedures No. 1098, Corrective and Disciplinary Action Procedures (<http://www.unmc.edu/hr/proc/Procedures1098.pdf>)
- UNMC Policy No. 2004, Bloodborne Pathogens Exposure ([https://wiki.unmc.edu/index.php/Bloodborne\\_Pathogens\\_Exposure/](https://wiki.unmc.edu/index.php/Bloodborne_Pathogens_Exposure/))
- Bloodborne Pathogens Exposure Control Plan Manual ([http://wiki.unmc.edu/?title=Bloodborne\\_Pathogens\\_Exposure](http://wiki.unmc.edu/?title=Bloodborne_Pathogens_Exposure))