

HIV/AIDS in the Workplace and Learning Environment

System Regulation: 34.04.03

Approved: July 31, 1998

Last Revision: November 12, 2021

Next Scheduled Review: November 12, 2026

Responsible University Office:

Emergency Management and Safety

Responsible University Administrator:

Director of Emergency Management and Safety

The Texas A&M System has established guidelines regarding HIV/AIDS in the work/learning environment. Members of the university community will not engage in discrimination against individuals with HIV/AIDS. By law, employees and students with HIV/AIDS are entitled to the same rights and opportunities as individuals with other communicable diseases and/or other disabilities. Section 5 of [System Regulation 34.04.03](#) covers the guidelines related to laboratory and health care professional training.

The university will provide reasonable accommodations to an employee with HIV/AIDS if necessary to keep them employed as long as they meets job performance standards and does not engage in activities on the job that current scientific information indicates may expose others to risk of transmission. Testing for HIV will not be done without the employee's consent unless required by law. HIV test results will be reported in compliance with all applicable statutory requirements. All medical documentation or information provided by a person with HIV/AIDS will not be kept in the individual's personnel file but in a separate confidential file.

Employees who wish assistance in dealing with their own, or a coworker's, HIV infection may contact the university employee assistance program (EAP) for counseling and referral to community services. They may contact the human resources office for guidance about benefit coverage and leave availability. They may also refer to the [Texas Department of State Health Services HIV/STF program](#) for more information on HIV/AIDS and services such as testing and treatment providers.