

Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), and the Workplace

Individuals who are human immunodeficiency virus (HIV) positive are considered disabled individuals of a protected class under the Americans with Disabilities Act (ADA) and Texas law. HIV is the causative agent of acquired immune deficiency syndrome (AIDS), a chronic and progressive disease which affects the human immune system.

HIV related information is confidential and, by law, is not to be disclosed or revealed to anyone, in any manner, without an individual's express, written, and HIV specific consent. HIV-related information includes a person's infection or disease status as well as the fact that an individual has been tested for HIV, regardless of the result. An individual can choose to disclose his or her HIV status and may be asked or required to reveal HIV or disability related information when requesting reasonable workplace accommodation. The College's concerns are to protect individual rights and safety, to respect personal privacy and the confidentiality of medical information, and to provide opportunities for the fullest possible participation in all employment opportunities which include but are not limited to hiring and promotion opportunities. Temple College will maintain the strictest confidentiality regarding all medical records and information about any employee with this disability. Temple College does not test for the virus.

HIV hinders the body's ability to fight infection, allowing infections and other diseases to develop. HIV is NOT spread through the environment; it is transmitted through certain behaviors. Since the behaviors that pass the virus from one person to another rarely occur in the average workplace, infected co-workers or clients DO NOT cause a risk of spreading HIV through:

- Handshakes, hugs, or casual touching
- Close working conditions
- Tools, machinery
- Telephones, office equipment, or furniture
- Dishes, utensils, or food
- Clean laundry
- Sinks, toilets, showers
- Sneezing or coughing
- Swimming pools or drinking water
- Insects

Human Resources and Student Life maintain brochures related to HIV and AIDS.

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