

Policy on Students Infected With Bloodborne Pathogens

I. POLICY

A student who is ill or disabled with a bloodborne pathogen, or becomes ill or disabled due to a bloodborne pathogen as a result of infectious or environment exposure as a medical student, will be provided with schedule adjustments and accommodations as with any other illness or disability.

The clinical experiences of a medical student infected with a bloodborne pathogen (e.g. HIV, HCV or HBV) should be limited only when (1) there is evidence to suggest that the student poses a direct threat to the health and safety of others and /or (2) the direct threat cannot be eliminated or reduced to a medically acceptable level with reasonable accommodation. Medical students who are infected with HIV, HCV, and/or HBV are advised not to perform exposure-prone procedures without guidance from an expert review panel.

The school may become aware that a student has an infectious/contagious disease or disability that interferes with education/patient care in various ways, that include but are not limited to:

- Student self-disclosure at the time of matriculation, or
- At the time of an annual health review.

When the school becomes aware of a student with this type of disease or disability, the student's circumstances will be evaluated by an expert review committee that will evaluate compliance with applicable laws, regulations, and recommendations from authoritative agencies on the practice of health care workers with communicable infectious diseases (e.g. HIV, HCV, HBV, etc.).

The expert review panel will include representation from the Dean's Office, health care professionals with expertise in the procedures performed by the healthcare personnel, and other members as necessary, such as members from UPMC Infection Prevention and Control, UPMC Risk Management, and UPMC Clinical Administration. The committee will make recommendations to the Dean about any restrictions that may be needed and any special support the student will need, and will arrange for counseling to the student.

The identity of the infected student will be kept strictly confidential. Records of the expert committee review and recommendations will be kept in the student's confidential file.

II. PURPOSE

Medical students who are infected with a bloodborne pathogen may participate in the medical education program. This policy addresses the effects of bloodborne pathogen infection on medical student learning activities.

III. SCOPE

This policy applies to:

- Medical students

IV. POLICY AUTHOR(S)

- Office of Student Affairs

V. RELATED POLICIES AND PROCEDURES

None

VI. REFERENCES

LCME Element 12.8: Student Exposure Policies/Procedures.

A medical school has policies in place that effectively address medical student exposure to infectious and environmental hazards, including the following:

- The education of medical students about methods of prevention
- The procedures for care and treatment after exposure, including a definition of financial responsibility
- The effects of infectious and environmental disease or disability on medical student learning activities

All registered medical students (including visiting students) are informed of these policies before undertaking any educational activities that would place them at risk.

VII. APPROVALS

Education Policy Council

Dean, School of Medicine, December 30, 2018