



QUILLEN COLLEGE of MEDICINE

EAST TENNESSEE STATE UNIVERSITY

Policy Name/Number: Participation in Patient Care Activities Following Exposure to Infectious Diseases and/or Environmental Exposure Related Diseases and Disability / ADMIN-0519-5

Policy Owner: William A. Block, Jr., MD, MBA / Vice President for Clinical Affairs and Dean of Medicine	
Committees, Departments, or Individuals Responsible for Implementation: ETSU Quillen medical students; visiting medical students, medical providers, faculty, residents, staff and ETSU affiliated medical clinics.	
Original Approval Date/ By: 5/2/2019 / William A. Block, Jr., MD, MBA / Vice President for Clinical Affairs and Dean of Medicine	Effective Date: 11/2/2021
Most Recent Revision Date: 11/2/2021	Policy Advisory Committee Review Date: 11/2/2021
Date of Next Review: 11/2/2024 <i>(All policies are reviewed by the Policy Advisory Committee every 3 years unless circumstances for an earlier review is identified.)</i>	

(A) Policy Statement:

This policy of the Quillen College of Medicine is used to identify how to review, evaluate and respond to, on a case-by-case basis, any instances of HIV, HBV, HCV, other transmissible diseases or environmental exposure among students engaged in patient-care activities.

(B) Purpose of Policy:

The purpose of this policy is to develop a framework in which to evaluate students who have been exposed and subsequently diagnosed with an infectious disease such as Human Immunodeficiency Virus (HIV), Hepatitis B (HBV), Hepatitis C (HCV), and/or any other potentially transmissible disease in addition to environmental hazards.

(C) Scope of Policy (applies to):

ETSU Quillen College of Medicine students.

(D) Policy Activities:

Responsibilities and Procedures

Student Responsibilities:

1. Students who are infected with HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure will not be excluded from participating in patient-care activities or restricted in their access to patient-care services or facilities because of their health status, unless medically-based judgments in individual cases establish that exclusion or restriction is appropriate for the welfare of patients, the welfare of other members of the patient-care community, or the welfare of the individual.
2. Students engaged in patient-care activities are encouraged to know the status of their HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure.
3. Any student engaged in patient-care activities who knows, or has reasonable basis for believing, that he/she is infected with HIV, HBV, HCV and/or any other potentially transmissible disease resulting from environmental exposure is expected to seek expert advice about his/her health circumstances and is obligated, ethically and legally, to conduct himself/herself responsibly in accordance with such knowledge for the protection of patients and other members of the community.
4. Any student who knows, or has reasonable basis for believing, that he/she is infected with HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure, and who may

perform, in connection with his/her education, patient-care procedures that may have the characteristics of exposure-prone procedures, is required to share that information, on a confidential basis as provided within this policy in the Confidentiality Section #3, so that Quillen College of Medicine can act to protect the welfare of the student, patients, and other members of the Quillen College of Medicine community and can respond appropriately to the student's health and educational needs.

5. A student who does not share that information as provided in this policy may be subject to disciplinary action, up to and including dismissal from medical school.

Notification and Reporting Requirements:

Upon knowledge of, or forming a reasonable belief that he/she is infected with or is at high risk of developing HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure, a student must desist immediately from performing such exposure-prone procedures as outlined by the U.S. Centers for Disease Control and Prevention (CDC) and must comply with the following notification protocol:

1. The student must notify, in writing, the Associate Dean for Student Affairs. 423-439-2019
2. The Associate Dean for Student Affairs will present all pertinent information to the Quillen College of Medicine Transmissible Disease Expert Panel for discussion and, if necessary, the formation of a recommended action plan(s).
3. If an individual other than the student has reason to believe that a student is infected with HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure, said notification and reporting requirements outlined above are applicable to that individual.

Confidentiality

1. Quillen College of Medicine recognizes the importance of protecting, to the greatest extent possible and within the bounds provided by the law, the confidentiality and privacy of any student infected with HIV, HBV, HCV, and/or any other potentially transmissible disease. Accordingly, such information will be handled by the Quillen College of Medicine and university employees who come into possession of this information with the same degree of care and sensitivity accorded to other types of highly confidential medical information.
2. Due to the responsibility that Quillen College of Medicine also has to protect patients, employees, and students from the harmful acts and/or conditions of its students, there cannot be a guarantee of complete confidentiality that may interfere with this responsibility.
3. It is a condition of enrollment that students subject to this policy agree to the disclosure of information regarding their HIV, HBV, HCV, and/or any other potentially transmissible disease infection resulting from environmental exposure as provided hereafter and for the purposes set forth herein.

The Quillen College of Medicine Transmissible Disease Expert Panel Membership

1. The Quillen College of Medicine Transmissible Disease Expert Panel shall be appointed by the Dean as needed.
2. The Quillen College of Medicine Transmissible Disease Expert Panel membership shall be comprised of, but is not limited to: the Associate Dean for Student Affairs (chair); the Vice Dean for Academic Affairs; an infectious disease specialist; and an M3 or M4 representative from the Quillen COM Committee Supporting Student Health. The ETSU General Counsel will advise the panel.

Quillen College of Medicine Transmissible Disease Expert Panel Responsibilities

1. The responsibilities of the Quillen COM Transmissible Disease Expert Panel are to: maximize the protection of patients from exposure to HIV, HBV, HCV, and/or any other potentially transmissible disease resulting from environmental exposure transmission by the individual; maximize the protection of the student from infectious exposure; and, maximize the confidentiality with respect to all matters related to the individual.
2. The Quillen COM Transmissible Disease Expert Panel shall make recommendation(s) on whether or not a student may continue to perform exposure-prone, patient-care activities related to the educational process, and/or whether any other modification and/or restriction to the student's academic activities is necessary.

- a. The Quillen COM Transmissible Disease Expert Panel recommendations shall be based on and consistent with established/published guidelines as outlined by the U.S. Centers for Disease Control and Prevention (CDC) and other documented resources, information and/or research deemed appropriate by the Quillen COM Transmissible Disease Expert Panel.
 - b. Recommendations issued by the Quillen COM Transmissible Disease Expert Panel are final and binding, and shall be followed by all parties involved including, but not limited to: students and faculty.
3. If the Quillen COM Transmissible Disease Expert Panel and/or the Quillen COM Dean determines that no reasonable accommodation exists that would enable the individual to perform his/her academic activities without posing an unacceptable risk to patients or to himself/herself or others, Quillen COM shall modify, restrict, or discontinuation the academic activities of a student infected with HIV, HBV, HCV, and/or any other potentially transmissible disease in accordance with applicable with this policy.

Quillen College of Medicine Transmissible Disease Expert Panel Protocol

1. The Quillen College of Medicine Transmissible Disease Expert Panel shall meet on a case-by-case basis to assess, reassess and, where appropriate, to modify its original recommendations as circumstances warrant.
2. Upon notification of a report, the Associate Dean for Student Affairs shall convene a meeting of the Quillen College of Medicine Transmissible Disease Expert Panel and present any and all reports received for discussion.
 - a. The Quillen College of Medicine Transmissible Disease Expert Panel will review the report and, if necessary, formulate a recommended action plan.
 - b. The Quillen College of Medicine Transmissible Disease Expert Panel will issue recommendation(s) within a reasonable time frame.
 - c. Recommendations of the Quillen College of Medicine Transmissible Disease Expert Panel may include, but are not limited to: no restriction of, postponement of, modification of, or discontinuation of a student's educational process.
 - d. The Associate Dean for Student Affairs shall notify the student and all appropriate parties in writing of the Quillen College of Medicine Transmissible Disease Expert Panel's determination including recommendations.
3. The student must comply with the recommendations of the Quillen College of Medicine Transmissible Disease Expert Panel. Failure to do so may result in the discontinuation and/or restriction of the student's activities related to the educational process or dismissal from medical school.

Alternative Patient-Care and Career Opportunities

1. Students whose practices are modified because of their HIV, HBV, HCV, and/or any other potentially transmissible disease infection resulting from environmental exposure status should, whenever possible, be provided opportunities to continue appropriate patient-care activities.
2. Students whose practices are modified because of infectious disease should be reevaluated periodically to determine whether their infectious disease status changes are due to resolution of infection or as a result of treatment.
3. Students should meet with the ETSU Office of Disabilities Services.
4. Career counseling is encouraged to promote the continued use of the student's talents, knowledge and skills.