

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

DBB
(EXHIBIT)

See the following pages for exhibits regarding:

EXHIBIT A: HIV Infection Employee Form for Employees —1 page

EXHIBIT B: Statement of Confidentiality on HIV Infection —1

EXHIBIT A

KATY INDEPENDENT SCHOOL DISTRICT
HIV INFECTION EMPLOYEE FORM FOR EMPLOYEES

I _____ am the employee/guardian/person legally
authorized to consent to medical care for (Employee's name) _____

I authorize the medical professional assigned to: (Campus/Department)

in the Katy Independent School District, to release the information that the employee named
above has HIV infection to the following person(s) or classification of person(s):

This release of information to the above-named person(s) or classification of person(s) is in
effect until I revoke it.

Signature of Authorized Per-
son:

Katy ISD
101914

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(EXHIBIT)

Date:

EXHIBIT B

KATY INDEPENDENT SCHOOL DISTRICT
STATEMENT OF CONFIDENTIALITY ON HIV INFECTION

I, (Employee's Name), _____

have received confidential information on (Employee's Name), _____

who has HIV infection.

I understand this information is strictly confidential and protected by the Texas Health and Safety Code 81.103. An offense under this subsection is a Class A misdemeanor.

Employee's Signature (who is receiving the information) _____

Date _____

Section 81.103, Health and Safety Code, makes an HIV test result confidential and prohibits the release of the "test result" by a person who possesses or has knowledge of the results except in a limited number of instances to the health authority as required in other sections of the Act, to the physician who ordered the test, to health care personnel who have a legitimate need to know in order to care for a patient, to the spouse of a person who tests positive, to the person tested, and in certain other limited instances. Violation is a Class A misdemeanor (up to one year in jail or a fine of \$1,000 or both).

Section 81.104, Health and Safety Code, provides for Civil penalties against anyone who re-releases "test results" in violation of Section 81.103. If disclosed by negligence, the person is liable for actual damages, a civil penalty of \$1,000, and court costs and reasonable attorney's fees. The civil penalty may be increased \$5,000 where the disclosure was willful.