



# Medical Students with Bloodborne Pathogen Infections

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**Senior Leader:** Senior Associate Dean for Undergraduate Medical Education

**Responsible University Officer:** Senior Associate Dean for Undergraduate Medical Education

**Policy Owner:** Assistant Dean, Student Affairs - TC

**Policy Contact:** Assistant Dean, Student Affairs - TC

## Policy Statement

The University of Minnesota Medical School (UMMS) takes seriously its responsibility to minimize the risks for the transmission of blood-borne pathogens by individuals enrolled in the medical school, to support learners who may have such infections to be successful in the educational program, and to ensure the safety of patients and other healthcare professionals. This policy ensures the UMMS, its students, and members of the community act in a manner that is consistent with these principles.

This policy covers UMMS students and visiting medical students infected with one or more of the following blood-borne diseases:

- Hepatitis C Virus and who are antibody positive (HCV);
- Hepatitis B Virus and who are surface antigen positive (HBV);
- Human Immunodeficiency Virus (HIV).

## Admission to the Medical School

In compliance with the Americans with Disabilities Act and University of Minnesota policy, Admissions decisions do not take an applicant's HIV, HBV, or HCV serostatus into consideration. Evaluation for admission and continuation in the program focuses on whether the individual in their current state of health, with or without reasonable accommodations, will be able to successfully complete the essential elements of the educational program and meet the UMMS' Technical Standards (see "*Related Information*" below).

## Status and Accommodations

As with any other illness or disability, students infected with bloodborne pathogens will work with the University's [Disability Resource Center](#) (DRC) on the Twin Cities and St. Cloud Campuses, or the [Duluth Office of Disability Resources](#) (ODR), to evaluate their circumstances and the provision of reasonable accommodations, where needed. An accommodation is not considered reasonable if it alters the fundamental nature or requirements of the educational program, imposes an undue hardship, or fails to eliminate or substantially reduce a direct threat to the health or safety of others. The DRC/ODR will work with the medical school on implementing a plan for reasonable accommodations in accordance with the procedures outlined in the UMMS' "Students with Disabilities policy (see "*Related Information*" below).

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### Procedures

#### Student Responsibility

No student will be required to undergo HIV testing. It is the responsibility of the individual medical student who suspects that he or she may be at risk for HIV, HBV, or HCV infection to ascertain their serostatus. Depending on the requirements of clinical sites, medical students may also be required to be immunized against HBV.

#### Reporting

Medical students infected with HCV, HBV, or HIV have a professional responsibility to report their serostatus to the Medical School. Consistent with the self-reporting requirements imposed on physicians and other regulated healthcare workers under Minnesota law, Minn. Stat. § 214, this reporting obligation is mandatory for students infected with HIV or HBV. Failure to self-report may be used as the basis for disciplinary action by the medical school. The clinical sites where students train may have additional reporting requirements depending on the procedures and activities to be performed by the medical student.

As with any reasonable accommodations, students will work with the DRC/ODR and the designated medical school officer(s) to identify, develop, and implement a plan intended to allow the student to meet essential educational requirements while ensuring the safety of patients and other healthcare colleagues. Students are required to adhere to any reasonable accommodations or educational plan.

#### Confidentiality

Confidentiality of all information about HIV, HBV, or HCV status will be maintained pursuant to state and federal laws. The individuals who will be informed of the student's serostatus are designated representative(s) of the medical school, designated representative(s) of the clinical site to the extent required by the site's policies, and the DRC/ODR, if the student requests/requires accommodations. Faculty who are providing modifications in the student's educational program will be informed about the need for reasonable accommodations, but will not be notified of the particular disease.

### Additional Contacts

Role/Title	Contact	Email
Assistant Dean - St. Cloud	Jill Amsberry	<a href="mailto:amsberry@umn.edu">amsberry@umn.edu</a>
Assistant Dean - Duluth	Kendra Nordgren	<a href="mailto:knordgre@d.umn.edu">knordgre@d.umn.edu</a>
Assistant Dean - Twin Cities	Michael Kim	<a href="mailto:mikekim@umn.edu">mikekim@umn.edu</a>

### Related Information

Refer to the [Medical Student Policies](#) webpage to review the following related policies:

- Students with Disabilities
- Technical Standards
- Student Exposure to Bloodborne Pathogens

## Medical Students with Bloodborne Pathogen Infections

### LCME Accreditation Relevance

This policy ensures the UMMS meets LCME Accreditation requirements as follows:

**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: 1) The education of medical students about methods of prevention; 2) The procedures for care and treatment after exposure, including a definition of financial responsibility; and 3) 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.”

### History

**Reviewed and Approved:** Senior Associate Dean, UME, April 2025