

## Case Study: Ursula

**Directions:** Discuss with your partner(s) how you would address your assigned case study.

Ursula went back to work after several years out of the workforce due to HIV/AIDS related illnesses. She was very excited to get the position. In your regular meeting with her she reports that she has been having increasing difficulties with her job. The position she has is in the hotel food service industry and one of the most important benefits of the job in her perspective is that she has medical and dental benefits for herself and her children.

During one of the hotel's largest events of the year a manager raised her voice at the staff because she was not satisfied with how fast they were working. Ursula reports that she had to go to the hospital because she started having trouble breathing, became dizzy and her chest hurt. The doctor told her she had a panic attack.

She has not disclosed her status at work and now has started having difficulty sleeping and concentrating because she thinks work might ask her questions about what happened and/or find out that she has HIV and "find a reason" to fire her.

What information and/or support can you offer her?

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### What you can do:

- **Encourage her to talk with her doctor about the panic attacks and loss of sleep.**
- **Referral to lawyer or legal resource to explain her rights as an employee.**
- **If she feels comfortable disclosing her status, encourage her to speak with her human resources manager about what accommodations might be available to support her.**