

**Lower Merion School District**

Policy No.: **314, 414, 513**  
Section: ADMINISTRATIVE EMPLOYEES  
Title: BLOOD BORNE PATHOGENS  
Date Adopted: 2/20/89  
Date Last Revised: 4/29/19; 7/17/06 –  
Replaces prior 203 HTLV-III Infection (AIDS)

**314-414-513 BLOOD BORNE PATHOGENS**

**Authority**

In order to safeguard the school community, the Board requires that specific procedures be followed with respect to employees infected by blood borne pathogens, such as Hepatitis B (HBV), Hepatitis C (HCV), and the human immunodeficiency virus (HIV).

**Guidelines**

This Policy and the accompanying Administrative Regulation shall apply to all employees in all programs conducted by the District.

The Board directs that the established policies and procedures that relate to illnesses among employees shall also apply to employees infected by blood borne pathogens. Employees whose employment is interrupted or terminated due to infection by a blood borne pathogen shall be entitled to available medical leave and medical disability benefits in accordance with Board Policy and applicable law.

The Board shall not require routine screening tests for blood borne pathogen infection in the school setting, nor will such tests be a condition for employment.

**Delegation of Responsibility**

The Superintendent or designee shall develop an Exposure Control Plan (ECP) in accordance with the Center for Disease Control and Prevention’s guidelines. The purpose of the ECP is to detail the District’s plan for reducing exposure to blood borne pathogens and the steps to be taken if an exposure occurs. All employees shall be required to consistently follow Universal Precautions in all settings and at all times, and shall be required to notify the school nurse of all incidents of exposure to bodily fluids and blood borne pathogens.

The Superintendent or designee shall be the central contact for handling and releasing information concerning infected employees. Information about an employee’s status as infected by a blood borne pathogen shall not be disclosed without the employee’s prior informed, written consent, unless otherwise required by law.

**Legal References**

35 P.S. §7601 et seq (Confidentiality of HIV-Related Information Act)  
42 U.S.C. §12101 et seq

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**Cross References**

Policy and Administrative Regulation No. 205, Immunization and Communicable Diseases