

A. W. BEATTIE CAREER CENTER

SECTION: EMPLOYEES
 TITLE: HIV INFECTION
 ADOPTED: December 9, 1999
 FIRST READING: March 28, 2019
 REVISED &
 APPROVED: April 25, 2019

314.1. HIV INFECTION	
<p>1. Purpose</p>	<p>The Joint Operating Committee (JOC) is committed to providing a safe, healthy environment for its students and employees and adopts this policy to safeguard the health and well-being of students and employees while protecting the rights of the individual. This policy shall apply to all administrative, professional and classified staff employed by the Career Center.</p>
<p>2. Definitions 35 P.S. Sec. 7603</p>	<p>AIDS - Acquired Immune Deficiency Syndrome.</p> <p>HIV Infection - Refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p>Infected employee - refers to Career Center employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
<p>3. Authority SC 510 Pol. 334, 335, 339</p>	<p>The JOC directs that the established JOC policies and procedures and administrative regulations relative to illnesses among Career Center employees shall also apply to infected employees.</p> <p>The Joint Operating Committee shall not require routine screening tests for HIV Infection in the school setting, nor will such tests be a condition for employment.</p>
<p>4. Delegation of Responsibility</p> <p>Pol. 348</p>	<p>The Executive Director or designee shall be responsible for developing and releasing information concerning infected employees, when applicable and in accordance with all applicable State & Federal Laws.</p> <p>All Career Center employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.</p>

<p>Pol. 104, 334, 335, 339</p> <p>5. Guidelines</p> <p>35 P.S. Sec. 7607</p>	<p>Infected employees shall be entitled to available medical leave and medical disability benefits on the same terms and to the same extent as other employees with similar medical restrictions, conditions or limitations. Such employees shall be informed by the appropriate administrator of benefits, leave, and alternatives available to them through state and federal laws, JOC policies, collective bargaining agreements, individual contracts and the retirement system.</p> <p><u>Confidentiality</u></p> <p>Career Center employees with knowledge of an infected employee's condition shall not disclose that information without prior written consent of the employee, consistent with the requirements of the Pennsylvania Confidentiality of HIV-Related Information Act.</p> <p><u>Infection Control</u></p> <p>Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The Career Center shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>Employees shall notify the school nurse of all incidents of exposure to bodily fluids.</p> <p><u>Staff Development</u></p> <p>The Career Center may provide opportunities for employees to participate in in-service education on HIV Infection,.</p> <p>Designated Career Center employees may receive additional, specialized training appropriate to their positions and responsibilities.</p> <p>References:</p> <p>School Code - 24 P.S. Sec. 510</p> <p>PA Confidentiality of HIV-Related Information Act - 35 P.S. Sec. 7601 et seq.</p> <p>Board Policy - 000, 104, 334, 335, 339, 348</p>
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