LENAPE TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: September 21, 2006

REVISED:

314.1. HIV INFECTION

(formerly policies 314.1, 414.1 & 514.1)

1. Purpose	The Joint Operating Committee 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 support staff employed by the school.
2. Definitions	**AIDS** - Acquired Immune Deficiency Syndrome. **HIV Infection**– Refers to the disease caused by the HIV or human immunodeficiency virus. **Infected employee** - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.
3. Authority	The Joint Operating Committee directs that the established Joint Operating Committee policies and administrative regulations relative to illnesses among employees shall also apply to infected employees.
Act 148 of 1990	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.
4. Delegation of Responsibility	The Administrative Director or appropriate personnel designated by the Administrative Director shall be responsible for developing and releasing information concerning infected employees. All school employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees. Building administrators shall notify employees, students and parents/guardians about current Joint Operating Committee policies concerning HIV Infection and shall provide reasonable opportunities to discuss the policy and related concerns. Infected employees whose employment is interrupted or terminated shall be

	informed by the appropriate administrator of benefits, leave, and alternatives available to them through state and federal laws, Joint Operating Committee policies, collective bargaining agreements, and individual contracts. The administrator shall also recommend that the infected employee contact the retirement system.
5. Guidelines	<u>Confidentiality</u> 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. <u>Infection Control</u> Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions. The school shall maintain reasonably accessible equipment and supplies necessary for infection control. Employees shall notify the school nurse and the Administrative Director of all incidents of exposure to bodily fluids.
42 U.S.C. Sec. 12101 et seq P.L. 103-3 of 1993 Act 148 of 1990 OSHA Guidelines	
	<u>Staff Development</u> The school shall provide opportunities for employees to participate in in-service education on HIV infection. Designated employees may receive additional, specialized training appropriate to their positions and responsibilities.
Act 148 of 1990 42 U.S.C. Sec. 12101 et seq Federal Regulations P.L. 103-3 of 1993	NOTES: Staff development can be held periodically. Removed screening team and placement language due to nondiscrimination issues.