Title: **HIV Infection**
Code: 514.1
Book: Policy Manual
Section: 500 Classified Employees

Purpose

The Board is committed to providing a safe, healthy environment for its students and employees. The purpose of this policy shall be to safeguard the health and well-being of students and employees while protecting the rights of the individual.

This policy is based on current evidence that the HIV virus is not transmissible by infected individuals within the school setting, except as noted in this policy.

Definitions

HIV - Refers to the disease caused by the HIV or human immunodeficiency virus.

AIDS - Acquired Immune Deficiency Syndrome.

CDC - United States Public Health Service Centers for Disease Control.

Infected employee - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.

Authority

This policy shall apply to all employees in all programs conducted by the school district.

The Board establishes that the established district policies and procedures that relate to illnesses among employees shall also apply to infected employees.

The Board shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.[3]

Delegation of Responsibility

The Superintendent or designee shall serve as the central contact for handling and releasing all information concerning infected employees.

All district employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.

All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times. Employees shall notify the Superintendent, building principal, school nurse and/or designated central contact of all incidents of exposure to bodily fluids.

On an annual basis, building administrators shall notify district employees, students and parents about current Board policies concerning HIV infection and shall provide reasonable opportunities to discuss such policies and concerns.

The Superintendent or a designee shall report periodically to the Board regarding the effectiveness of this policy and shall make recommendations for revision in accordance with developments in medical research and treatments.

Guidelines

Assignment

District authorities shall determine the assignment of infected employees on a case-by-case basis.

A Screening Team comprised of the Superintendent, designated central contact, building principal, immediate supervisor, district physician and including the employee and his/her attending physician shall evaluate the assignment of the infected employee. Such decisions shall be based on the employee's physical condition, type of interaction with others in the performance of job functions, and risks to the infected employee and others in the school setting.

First consideration shall be given to maintaining the infected employee in the regular assignment. Any decision for an alternative placement must be supported by specific facts and data.

The recommendation of the Screening Team shall be presented to the Board by the Superintendent. The Board shall approve all assignments and medical leaves of absences for infected employees.

Infected employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits. Such employees shall be informed by the appropriate administrator of benefits, leave and alternatives available to them through state and federal laws, district policies, the collective bargaining agreement, and the retirement system.[2]

Confidentiality

The Superintendent or designee shall determine which school personnel will receive information about an infected employee. The number of individuals informed of an infected employee's status shall be kept to the minimum required to assure protection

of the infected employee as well as the school population. Anonymity shall have high priority.[3]

All district employees have a duty to preserve the confidentiality of all information concerning an infected employee. Serious consequences shall result from a breach of confidentiality by an employee.

Information about infected employees in the district shall not be disclosed to the general public, other school employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee.

Infection Control

Universal precautions, as recommended by the CDC, shall be followed for exposure to bodily fluids.

Employees shall treat all body fluids as hazardous and follow universal precautions.

The school district shall maintain and keep reasonably accessible all equipment and supplies necessary for infection control.

Staff Development

All district employees shall participate in a planned HIV education program that:

1. Conveys factual and current information.

2. Provides guidance on infection control procedures.

3. Informs about current law and district policies concerning HIV.

4. Assists staff to maintain productive parent and community relations.

5. Includes annual review sessions.

Designated district employees shall receive additional, specialized training appropriate to their positions and responsibilities.

Adopted: **June 25, 1991**
Last Revised: **July 23, 2002**

Legal References:

- 2. 42 U.S.C. 12101 et seq
- 3. 35 P.S. 7601 et seq