



SECTION: PROFESSIONAL
EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: December 19, 1996

REVISED:

	414.1. HIV INFECTION	1
1. Purpose	The Operating Committee 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.	2 3 4 5 6 7 8
	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.	9 10 11 12
2. Definitions	HIV – refers to the disease caused by the HIV or human immunodeficiency virus.	13 14 15
	AIDS – Acquired Immune Deficiency Syndrome.	16 17
	CDC – United States Public Health Service Centers for Disease Control.	18 19 20
	Infected Employee – refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.	21 22 23
3. Authority	This policy shall apply to all employees in all programs conducted by the school.	24 25 26
	The Operating Committee establishes that the established policies and procedures that relate to illnesses among employees shall also apply to infected students.	27 28 29
Act 148 Of 1990	The Operating Committee shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.	30 31 32 33 34

414.1. HIV INFECTION – Pg. 2

4. Delegation of Responsibility

The Director or a designee shall serve as the central contact for handling and releasing all 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.

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

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

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

5. Guidelines

Assignment

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

A Screening Team comprised of the Director, designated central contact, and other designated personnel 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 the 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.

414.1. HIV INFECTION – Pg. 3

ADA of 1990
P.L. 103-3
Of 1993

The recommendation of the Screening Team shall be presented to the Operating Committee by the Director. The Operating committee 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, school policies, the collective bargaining agreement and the retirement system.

Confidentiality

Act 148
Of 1990

The Director or a 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.

All school 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 school 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 shall maintain and keep reasonably accessible all designated equipment and supplies necessary for infection control.

414.1. HIV INFECTION – Pg. 4

Staff Development

All school employees shall participate in a planned HIV education program.

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

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