

Book	Policy Manual
Section	300 Employees
Title	HIV Infection
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Legal	1. 35 P.S. 7603 2. 24 P.S. 1850.1 3. Pol. 334 4. Pol. 335 5. Pol. 339 6. Pol. 104 7. 35 P.S. 7607 35 P.S. 7601 et seq
Last Revised	August 9, 2018
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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 classified staff** employed by the school.

Definitions

AIDS - Acquired Immune Deficiency Syndrome. [\[1\]](#)

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.

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. [\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

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.

Delegation of Responsibility

The Director or **designee shall develop** administrative **regulations to implement this policy.**

The Director or designee shall be responsible for developing and releasing information concerning infected employees.

All employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.[6]

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 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, **Joint Operating Committee** policies, collective bargaining agreements, **individual contracts** and the retirement system.[3][4][5][6]

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

Guidelines

Confidentiality

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.**[\[7\]](#)

All school employees have a duty to preserve the confidentiality of all information concerning an infected employee. Serious **disciplinary action** shall result from a breach of confidentiality by an employee.

Infection Control

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.

-IMPORTANT NOTE: There is language preceded by brackets in the 'Infection Control' subsection-original school policies do not specify who the contact shall be, which is recommended-**please select which option the Committee would like to include in the policy by placing an X in the brackets. PSBA recommends selecting the immediate supervisor, but this is a local decision.**

Employees shall notify the

{ } **building administrator**

{ }school nurse

{ }Director

{ x} Human Resources

of all incidents of exposure to bodily fluids.

Staff Development

The school **shall provide opportunities** for **employees to participate in** inservice education **on HIV Infection**.

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

Last Modified by Terri Birchard on August 9, 2018