

SECTION: SUPPORT EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: May 21, 2013

REVISED:

# SOUTHERN FULTON SCHOOL DISTRICT

| 514.1. HIV INFECTION               |  |
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| 1. Purpose                         | <p>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.</p> <p>This policy is based on current evidence that the HIV virus is not normally transmissible by infected individuals within the school setting, except as noted in this policy.</p> |
| 2. Definitions                     | <p><b>HIV infection</b> - Refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p><b>AIDS</b> - Acquired Immune Deficiency Syndrome.</p> <p><b>CDCP</b> - United States Public Health Service Centers for Disease Control and Prevention.</p> <p><b>Infected employee</b> - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>   |
| 3. Authority<br>SC 510             | <p>This policy shall apply to all employees in all programs conducted by the school district.</p> <p>The Board directs that the established district policies and procedures that relate to illnesses among employees shall also apply to infected employees.</p>  |
| 35 P.S.<br>7601 et seq             | <p>The Board shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.</p>   |
| 4. Delegation of<br>Responsibility | <p>The Superintendent or designee shall be responsible for handling and releasing information concerning infected employees.</p>   |

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| <p>5. Guidelines<br/>42 U.S.C.<br/>Sec. 12101 et seq<br/>29 U.S.C.<br/>Sec. 2601 et seq</p> <p>35 P.S. 7607</p> | <p>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.</p> <p>All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times. Employees shall notify the school nurse of all incidents of exposure to bodily fluids.</p> <p>Building administrators shall notify district employees, students and parents/guardians about current Board policies concerning HIV infection and shall provide reasonable opportunities to discuss the policy and related concerns.</p> <p>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.</p> <p><u>Assignment</u></p> <p>District authorities shall determine the assignment of infected employees on a case-by-case basis.</p> <p>A Screening Team comprised of the Superintendent, building principal, immediate supervisor, and including the employee and his/her attending physician shall evaluate the assignment of the infected employee. 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.</p> <p>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.</p> <p>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.</p> <p><u>Confidentiality</u></p> <p>District 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> |
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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 district shall maintain reasonably accessible equipment and supplies necessary for infection control.

Staff Development

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

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

References:

School Code – 24 P.S. Sec. 510

PA Confidentiality of HIV-Related Information Act – 35 P.S. 7607

Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.

Family and Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.