

Pennsbury School District

School Board Policy

Effective Date	Supercedes Index No.	Index No.
10/23/08	4630 of 2/1/86	314.2

Title: HIV Infection

Purpose: The School 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 normally transmissible by infected individuals within the school setting, except as noted in this policy.

This document, Index No. 314.2, replaces the previous Index No. 4630.

Authority: 24 P.S. Sec. 510
35 P.S. 7607
42 U.S.C. Sec. 12101 et seq
29 U.S.C. Sec. 2601 et seq
PA Confidentiality of HIV-Related Information Act
Americans with Disabilities Act
Family and Medical Leave Act

Definitions: **HIV infection** – refers to the disease caused by the HIV or human immunodeficiency virus.

AIDS – Acquired Immune Deficiency Syndrome.

CDCP – United States Public Health Centers for Disease Control and Prevention.

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

Policy:

This policy shall apply to all employees in all programs conducted by the School District.

The School Board directs that the established School District policies and procedures that relate to illnesses among employees shall also apply to infected employees.

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

The Director of Human Resources shall be responsible for handling and releasing information concerning infected employees.

All School 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 school nurse of all incidents of exposure to bodily fluids.

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 Director of Human Resources of benefits, leave, and alternatives available to them through state and federal laws, School District policies, the collective bargaining agreement, and the retirement system.

Confidentiality

School 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 and HIPPA regulations.

Medical records will be kept confidential. The number of persons informed of a person with AIDS or person infected with HIV virus will be kept to an absolute minimum. The Superintendent/Chief Executive Officer/Director of Human Resources are the sole persons who can disclose this information. The Chief Executive Officer/Superintendent/Director of Human Resources will disclose information only when in conformity to the law and when necessary to protect the individual and school community. Any unauthorized disclosure by staff or students of such information will result in strict disciplinary measures including possible dismissal.

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.

Responsible

Administrator: Director, Human Resources