

## FOX CHAPEL AREA SCHOOL DISTRICT

Book	Policy Manual
Section	300 Employees
Title	HIV Infection
Number	314.1
Status	Active
Adopted	May 10, 2010

### **Purpose**

The Board 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 support staff employed by the district.

### **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 district employees diagnosed as having the HIV virus, including those who are asymptomatic.

### **Authority**

The Board directs that the established Board policies and procedures and administrative regulations relative to illnesses among district employees shall also apply to infected employees.  
[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[8\]](#)

The Board 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 Superintendent or designee shall be responsible for developing and releasing 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.[\[6\]](#)

Building principals 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.

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, Board policies, collective bargaining agreements, individual contracts and the retirement system.[3][4][5][6]

## **Guidelines**

### Confidentiality

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.[\[7\]](#)

### Assignment

Written permission from the infected individual shall be obtained before HIV/AIDS related information may be shared between the Allegheny County Health Department and the district. When school authorities or the ACHD learn of a student or employee who is HIV infected, a standard procedure should be followed to determine if there is any secondary infection or any condition that may pose a risk. This process includes arranging a meeting in which the Superintendent, a representative from the ACHD, the infected individual, and the individual's physician decide what, if any accommodations or changes should be made. This decision is based on the assessment of risk. If there is no recognized risk, the employee's job assignment should not be altered. If it is determined that there is a recognized risk, the same group will develop accommodations tailored to the individual's situation. The ACHD will assist in the periodic monitoring of the individual's health status.[\[7\]](#)

### Infection Control

In order to protect everyone in the school environment, standard infection control procedures shall be followed. The standard guidelines will be the most recent published by the U.S. Public Health Service Centers for Disease Control.

The district shall also comply with the Occupational Safety and Health Administration's (OSHA) Bloodborne Pathogen Standard.

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.

Employees shall notify the school nurse of all incidents of exposure to bodily fluids.

## Staff Development

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

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

- Legal
1. [35 P.S. 7603](#)
  2. [24 P.S. 510](#)
  3. Pol. 334
  4. Pol. 335
  5. Pol. 339
  6. Pol. 104
  7. [35 P.S. 7607](#)
  8. Administrative Regulation - 314.1-AR  
[35 P.S. 7601 et seq](#)
- Pol. 000

Last Modified by Donna Beley on January 29, 2018