BALDWIN-WHITEHALL SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: APRIL 12, 2006
EFFECTIVE: JULY 1, 2006
REVISED:

	514.1. HIV INFECTION
1. Purpose	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. 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.
2. 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 Service Centers for Disease Control and Prevention. Infected employee - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.
3. Authority SC 510	This policy shall apply to all employees in all programs conducted by the school district. The Board directs that the established district policies and procedures that relate to illnesses among employees shall also apply to infected employees.
35 P.S. 7601 et seq	The Board shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.
4. Delegation of Responsibility	The Superintendent or designee shall be responsible for handling 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. 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. 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.
5. Guidelines 42 U.S.C. Sec. 12101 et seq 29 U.S.C. Sec. 2601 et seq	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.
	<u>Confidentiality</u>
35 P.S. 7607	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.
	<u>Infection Control</u> 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.
	<u>Staff Development</u> 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