

LITTLESTOWN AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: September 17, 1990

REVISED: July 13, 2009

514.1. HIV INFECTION	
1. Purpose	<p>The Board of Education is committed to the provision of a healthful environment for its students, employees and volunteers.</p> <p>This policy is based on current evidence that the HIV virus is not transmissible by infected individuals within the school setting, except as noted in this policy.</p>
2. Definitions	<p>HIV - Refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p>AIDS - Acquired Immune Deficiency Syndrome.</p> <p>CDC - United States Public Health Service Centers for Disease Control.</p> <p>Infected employee - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
3. Authority	<p>This policy shall apply to all employees and volunteers in all programs conducted by the Littlestown Area 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>
Act 148 of 1990	<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 Responsibility	<p>The Superintendent or a designee shall serve as of the central contact for handling and releasing all information concerning infected employees.</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>Act 148 of 1990</p>	<p>Decisions regarding participation in school will be based on the infected individual's behavior, neurological development, physical condition, and expected interaction with others in the school setting.</p> <p><u>Confidentiality</u></p> <p>The Superintendent or a designee shall determine which school personnel will receive information about an infected employee. The number of individuals informed of an infected employee's status shall be kept to the minimum required to assure protection of the infected employee as well as the school population. Anonymity shall have high priority.</p> <p>All district employees have a duty to preserve the confidentiality of all information concerning an infected employee. Serious consequences shall result from a breach of confidentiality by an employee.</p> <p>Information about infected employees in the district shall not be disclosed to the general public, other school employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee.</p> <p><u>Placement</u></p> <p>First consideration should be given to returning the employee or volunteer to the regular assignment. Any decision for an alternative placement must be supported by specific data.</p> <p><u>Infection Control</u></p> <p>Universal precautions, as recommended by the CDC, shall be followed for exposure to bodily fluids.</p> <p>Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The school district shall maintain and keep reasonably accessible all designated equipment and supplies necessary for infection control.</p> <p><u>Staff Development</u></p> <p>All district employees shall <u>may be asked to</u> participate in a planned HIV education program that:</p> <ol style="list-style-type: none">1. Conveys factual and current information.2. Provides guidance on infection control procedures.
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3. Informs about current law and district policies concerning HIV.
4. Assists staff to maintain productive parent and community relations.

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

The Superintendent shall develop appropriate administrative guidelines to implement this policy. The guidelines of the United States Center for Disease Control shall be the major reference.

Evaluation

The Superintendent shall periodically report to the School Board regarding the effectiveness of this policy and make recommendations for revision in response to developments in medical research and treatment.