

WALLINGFORD- SWARTHMORE SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: February 25, 2002

REVISED: March 23, 2015

314.1. HIV INFECTION	
1. 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 classified staff employed by the district.
2. Definitions 35 P.S. Sec. 7603	<p>AIDS - Acquired Immune Deficiency Syndrome.</p> <p>CDC - United States Public Health Service Centers for Disease Control and Prevention.</p> <p>HIV Infection - refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p>Infected employee - refers to district employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
3. Authority SC 510 Pol. 334, 335, 339	<p>The Board directs that the established Board policies and procedures relative to illnesses among district employees shall also apply to infected employees.</p> <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 Pol. 348	<p>The Superintendent or designee shall be responsible for developing and releasing 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>Building principals shall annually 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>Pol. 104, 334, 335, 339</p> <p>5. Guidelines</p> <p>35 P.S. Sec. 7607</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, Board policies, collective bargaining agreements, individual contracts and the retirement system.</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> <p><u>Infection Control</u></p> <p>Universal precautions, as recommended by the CDC, shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The school district shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times.</p> <p>Employees shall notify the Superintendent or designee of all incidents of exposure to bodily fluids.</p> <p><u>Staff Development</u></p> <p>All district employees shall participate in a planned HIV education program.</p> <p>Designated district employees shall receive additional, specialized training appropriate to their positions and responsibilities.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 510</p> <p>PA Confidentiality of HIV-Related Information Act – 35 P.S. Sec. 7601 et seq.</p> <p>Board Policy – 104, 334, 335, 339, 348</p>
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