

SANBORN REGIONAL SCHOOL DISTRICT

SRSD File: GBGAA

PERSONNEL WITH HIV/AIDS

Statement of Purpose

The purpose of this policy is to articulate the rights and responsibilities of personnel diagnosed with Acquired Immune Deficiency Syndrome (AIDS), caused by the Human Immunodeficiency Virus (HIV). It protects and supports the HIV-positive employee and provides for the education and support of the instructional and non-instructional staff of the District. Further, this policy refers to the precautions which will be taken at each school, the testing requirements for this condition, and the procedure for review of this policy.

Statement of Policy

The Sanborn Regional School Board recognizes the public concern over the spread of the Acquired Immune Deficiency Syndrome (AIDS), caused by the Human Immunodeficiency Virus (HIV) and the employment of personnel who are HIV-positive.

The school board also recognizes that HIV is not transmitted by casual, everyday contact, but is most often spread through sexual contacts and sharing contaminated needles. An HIV-positive employee poses no danger to fellow employees or to students at school. Therefore, the Sanborn Regional School District encourages the HIV-positive employee to work as long as his/her condition allows, as with any potentially life-threatening illness.

Notification/Confidentiality

The HIV-positive employee is entitled to remain at work as long as he/she is able to perform the job to the satisfaction of the district.

As a matter of policy, a staff member informed of the identity or presence of an HIV-positive employee may not divulge information about, knowledge of, or the identity of the HIV-positive person(s). Staff shall be advised of the seriousness of confidentiality requirements and that a breach could have serious legal implications.

The district shall not discriminate against the HIV-positive employee. No employee will be terminated, non-renewed, or transferred solely because he/she is an HIV-positive individual. If the employee's health no longer permits him/her to work, the employee shall be entitled to use any available medical leave

Precautions

HIV has been found in significant concentration only in blood, semen, and vaginal secretions and breast milk. Other body fluids, such as feces, urine, nasal secretions, tears, sputum, sweat, and saliva do not transmit HIV unless they contain visible blood in sufficient

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quantities to infect another person. However, these body fluids contain other potentially infectious pathogens. Persons having had contact with any of these body fluids are at risk of

infection from various diseases. The risk of transmission of these other diseases depends on certain factors, including the type of fluid contacted and the type of contact made.

Therefore, it will be school board policy that all spills of body fluids be treated as infectious in order to protect personnel from becoming infected with any infectious pathogens. (The procedures outlined in SRSD File: EBBA-R offer protection from all types of infection, and should be followed routinely.)

Since all body fluids from all persons are considered potentially infectious, SRSD policy EBBA-R will be followed at all times.

Testing

HIV testing is not a condition of employment.

Policy Review

This policy will be reviewed at least biennially by the Sanborn Regional School Board, with input from the Sanborn Regional School District nurses, and modified as needed according to current information concerning risk assessment and prevention of HIV transmission.

Legal References

RSA 186:11, IX, Instruction as to Intoxicants and Venereal Disease

RSA 186:11, IX-a, AIDS Instruction Material

RSA 189:1-a, Duty to Provide Education

RSA 186-C, Special Education

RSA 193:1, Duty of Parent; Compulsory Attendance of Pupil

RSA 193:3, Change of School or Assignment, Manifest Educational Hardship or Best Interest, Excusing Attendance

National Association of State Boards of Education, Someone at School Has AIDS, 2001

www.aids.gov/basic/index.html

Effective: October 7, 1992

Revised: November 4, 1992

Revised: October 21, 1998

Revised: January 21, 2004

Reaffirmed: March 2, 2011