



**SECTION: EMPLOYEES**

**POLICY: 314.1**

**TITLE: HIV INFECTION**

**ORIGINAL:** January 14, 2002

**CURRENT REVISION:** February 7, 2022

**LAST REVIEWED BY THE COMMITTEE:**

**I. PURPOSE**

- A. The Board of School Directors is committed to providing a safe, healthy environment for its students, their families, and employees. The purpose of this policy shall be to safeguard the health and well-being of students, their families, employees and the public while protecting the rights of the individual.
- B. This policy is based on evidence that the risk of transmitting human immunodeficiency virus (HIV) is extremely low in school settings when current guidelines are followed. The presence of a person living with HIV infection or diagnosed with acquired immunodeficiency syndrome (AIDS) poses no significant risk to others in school, day care or school athletic settings.

**II. DEFINITIONS**

- A. **HIV (Human Immunodeficiency Virus)** is a virus transmitted from person to person through blood-to-blood and/or sexual contact. Those bodily fluids that can transmit the virus include blood, semen, vaginal fluids and breast milk, or other bodily fluids containing blood.
- B. **AIDS (Acquired Immune Deficiency Syndrome)** is the condition resulting from infection with HIV.
- C. **Infected employee** refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.

**III. POLICY**

- A. This policy shall apply to all employees in all programs conducted, sponsored or accepted by the District.
- B. The Board of School Directors directs that the established school rules that relate to illnesses and other diseases among employees shall also apply to Infected Employees.
- C. The Board of School Directors shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.

**IV. DELEGATION OF AUTHORITY**

- A. The Superintendent or designee shall be responsible as the central contact for handling and releasing all information concerning Infected Employees.

- B. All district employees shall maintain a respectful school climate and prohibit physical or verbal harassment of Infected Employees.
- C. Employees, students, parents and visitors are required to follow consistently universal precautions in all settings and at all times, including playgrounds and school buses. Equipment and supplies needed to apply the infection control guidelines will be maintained and kept reasonably accessible. Employees shall notify the school nurse of all incidents of exposure to bodily fluids and when an Infected Employee's health condition or behavior presents a reasonable risk of transmitting an infection.
- D. On an annual basis, building administrators shall notify students, parents and district employees about current Board of School Directors policies concerning HIV infection and shall provide reasonable opportunities to discuss such policies and concerns.
- E. The Superintendent or designee shall report periodically to the Board of School Directors regarding the effectiveness of this policy and shall make recommendations for revision in accordance with developments in medical research and treatments.
- F. The Superintendent or designee shall develop guidelines to implement this Policy.

**V. REFERENCES**

35 P.S. 7603  
24 P.S. 510  
Pol. 104  
35 P.S. 7607  
35 P.S. 7601 et seq  
Pol. 338  
Pol. 328.1  
Pol. 339  
Pol. 428.1  
Pol. 434  
Pol. 434.3  
Pol. 528.1  
Pol. 435.1