



SECTION: EMPLOYEES

POLICY: 314.1

TITLE: HIV INFECTION

ORIGINAL: January 14, 2002

CURRENT REVISION: February 7, 2022

LAST REVIEWED BY THE ADMINISTRATION:

ADMINISTRATIVE GUIDELINES

- A. In accordance with the policy of the Board of School Directors and in the spirit of making Wissahickon School District a safe and pleasant place in which to work, the following guidelines are established.
- B. Assignment
 - a. District authorities shall determine the assignment of infected employees on a case-by-case basis, in accordance with state and federal laws and applicable collective bargaining units.
 - b. Infected employees whose employment is interrupted or terminated may be entitled to available medical leave and medical disability benefits. The appropriate administrator of benefits, leave and alternatives available to them through state and federal laws, District policies, any applicable collective bargaining agreement, or the retirement system shall inform such employees.
- C. Confidentiality
 - a. The Superintendent or Superintendent's 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.
 - b. All District employees have a duty to preserve the confidentiality of all information concerning an Infected Employee.
 - c. Information about Infected Employees in the District shall not be disclosed to the public, undesignated school employees or other groups without a court order or the informed, written, signed and dated consent of the Infected Employee.
- D. Universal Precautions
 - a. Universal precautions, as recommended by the United States Public Health Services Center for Disease Control, shall be followed for exposure to bodily fluids containing blood-borne pathogens.
 - b. Employees shall treat all body fluids as hazardous and follow universal precautions.
 - c. The School District shall maintain and keep reasonably accessible all equipment and supplies necessary for implementing the universal precautions.
- E. Staff Development
 - a. All district employees shall participate in a planned HIV education program that:
 - i. Conveys factual and current information.
 - ii. Provides guidance on universal precautions.

- iii. Informs about current law and district policies concerning HIV.
- iv. Assists staff to maintain productive parent and community relations.
- v. Includes annual review sessions
- vi. Designated district employees shall receive additional, specialized training appropriate to their positions and responsibilities.