

Palmyra Area School District

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: November 9, 1995

REVISED:

<p>1. Purpose</p> <p>2. Definitions</p> <p>3. Authority</p> <p>Act 148 of 1990</p>	<p style="text-align: center;">314.1 HIV INFECTION</p> <p>The Board is committed to providing a safe, healthy environment for its students and employees. The purpose of this policy shall be to safeguard the health and well-being of students and employees while protecting the rights of the individual.</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> <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> <p>This policy shall apply to all employees in all programs conducted by the school district.</p> <p>The Board establishes that the established district policies and procedures that relate to illnesses among employees shall also apply to infected students.</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>
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Act 148
Of 1990

Confidentiality

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.

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.

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.

Infection Control

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.

The school district shall maintain and keep reasonably accessible all designated equipment and supplies necessary for infection control.

Staff Development

All district employees shall participate in a planned HIV education program that:

1. Conveys factual and current information.
2. Provides guidance on infection control procedures.
3. Informs about current law and district policies concerning HIV.
4. Assists staff to maintain productive parent and community relations.
5. Includes annual review sessions.

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

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