

**LUZERNE  
INTERMEDIATE  
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES  
TITLE: HIV INFECTION  
ADOPTED: NOVEMBER 20, 2002  
REVISED: SEPTEMBER 24, 2014**

414.1. HIV Infection	
1. Purpose	<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 normally transmissible by infected individuals within the school setting, except as noted in this policy.</p>
2. Definitions	<p><b>HIV</b> – refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p><b>AIDS</b> – Acquired Immune Deficiency Syndrome.</p> <p><b>CDCP</b> – United States Public Health Service Centers for Disease Control and Prevention.</p> <p><b>Infected employee</b> - refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
3. Authority	<p>This policy shall apply to all employees in all programs conducted by the intermediate unit.</p> <p>The Board directs that the established policies and procedures that relate to illnesses among employees shall also apply to infected employees.</p>
35 P.S. 7601 et seq	<p>The Board shall not require routine screening tests for HIV infection in the intermediate unit setting, nor will such tests be a condition for employment.</p>
4. Delegation of Responsibility	<p>The Executive Director or designee shall be responsible as the central contact for handling and releasing all information concerning infected employees.</p> <p>All intermediate unit 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>All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times. Employees shall notify the Executive Director of all incidents of exposure to bodily fluids.</p>

<p>5. Guidelines</p> <p>42 U.S.C. Sec 12101 et seq 29 U.S.C. Sec 2601 et seq</p> <p>35 P.S. 7601 et seq</p>	<p>Building administrators or program supervisors shall notify employees, students and parents about current Board policies concerning HIV infection and shall provide reasonable opportunities to discuss the policy and related concerns.</p> <p>The Executive Director or designee shall report periodically to the Board regarding the effectiveness of this policy and shall make recommendations for revision in accordance with developments in medical research and treatments.</p> <p><u>Assignment</u></p> <p>District authorities shall determine the assignment of infected employees on a case-by-case basis.</p> <p>A Screening Team comprised of the Executive Director or designated central contact, consulting physician, and including the employee and attending physician shall evaluate the assignment of the infected employee. Decisions shall be based on the employee’s physical condition, type of interaction with others in the performance of job functions, and risks to the infected employee and others in the educational setting.</p> <p>First consideration shall be given to maintaining the infected employee in the regular assignment. Any decision for an alternative placement must be supported by specific facts and data.</p> <p>The recommendation of the Screening Team shall be presented to the Board by the Executive Director. The Board shall approve all assignments and medical leaves of absences for infected employees.</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, the collective bargaining agreement and the retirement system.</p> <p><u>Confidentiality</u></p> <p>The Executive Director or 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 intermediate unit population. Anonymity shall have high priority.</p>
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<p>35 P.S. 7601 et seq</p> <p>42 U.S.C. Sec. 12101 et seq</p> <p>29 U.S.C. Sec. 2601 et seq</p>	<p>All 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.</p> <p>Information about infected employees in the intermediate unit shall not be disclosed to the general public, undesignated employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee.</p> <p><u>Infection Control</u> Universal precautions, as recommended by the CDCP, shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The intermediate unit shall maintain and keep reasonably accessible all equipment and supplies necessary for infection control.</p> <p><u>Staff Development</u></p> <p>All employees shall participate in a planned HIV education program.</p> <p>Designated employees shall receive additional, specialized training appropriate to their positions and responsibilities.</p>
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