

# UPPER BUCKS COUNTY AREA VOCATIONAL TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: October 16, 2008

REVISED:

314.1. HIV INFECTION	
1. Purpose	The Joint Operating Committee is committed to providing a safe, healthy environment for its students and employees and adopts this policy to safeguard the health and well-being of students and employees while protecting the rights of the individual. This policy shall apply to all administrative, professional and support staff employed by the school.
2. Definitions 35 P.S. Sec. 7603	<p><b>HIV infection</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 SC 1850.1 Pol. 334, 335, 339  35 P.S. Sec. 7601 et seq	<p>The Joint Operating Committee directs that the established Joint Operating Committee policies and procedures and regulations relative to illnesses among school employees shall also apply to infected employees.</p> <p>The Joint Operating Committee shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.</p>
4. Delegation of Responsibility	<p>The Administrative Director or designee shall be responsible for handling and releasing information concerning infected employees.</p> <p>All 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>29 U.S.C. Sec. 2601 et seq 42 U.S.C. Sec. 12101 et seq</p> <p>5. Guidelines</p> <p>35 P.S. Sec. 7607</p>	<p>Building administrators shall notify employees, students and parents/guardians about current Joint Operating Committee policies concerning HIV infection and shall provide reasonable opportunities to discuss the policy and related concerns.</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, Joint Operating Committee policies, collective bargaining agreements, individual contracts and the retirement system.</p> <p><u>Confidentiality</u></p> <p>Employees with knowledge of an infected employee's condition shall not disclose that information without prior written consent of the employee, consistent with the requirements of the Pennsylvania Confidentiality of HIV-Related Information Act.</p> <p><u>Infection Control</u></p> <p>Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The school shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>Employees shall notify the Health Care Services Specialist of all incidents of exposure to bodily fluids.</p> <p><u>Staff Development</u></p> <p>All employees shall participate in a planned HIV education program.</p> <p>Designated employees may receive additional, specialized training appropriate to their positions and responsibilities.</p>
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References:

School Code – 24 P.S. Sec. 1850.1

PA Confidentiality of HIV-Related Information Act – 35 P.S. Sec. 7601 et seq.

Family and Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.

Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.

Joint Operating Committee Policy – 334, 335, 339