

Corbett School District 39

Code: **GBEB-AR**
Adopted: Unknown
Readopted: 5/21/98
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Orig. Code(s): GBEB-AR

Staff - HIV, AIDS or HBV

The possibility exists that the district may need to deal with the issue of employees who are diagnosed with AIDS, HIV or HBV. The nature of the illness and the emotional response to it require specific procedures that protect the infected employee and recognize the district's responsibility to all others.

Decisions regarding the assignment of a staff member with HIV will be made on a case-by-case basis, taking into consideration all available information on the specific case at hand.

Basic Assumptions

The procedures have been developed to provide specific guidance to the district and are based on the following:

1. Because the disease is transmitted through intimate sexual contact or through certain body secretions, it is not considered to be communicable by ordinary social contact;
2. An infected employee should ordinarily pose no health risk to other employees, students or to community members;
3. An infected employee will ordinarily be allowed to continue employment.

Specific Guidelines

1. When informed of the infection, and with written, signed permission from the staff member, the district will develop procedures for formulating an evaluation team. The team members shall include the employee, the employee's physician, the employee's supervisor, representatives of the district, a representative of the employee association, and a representative of a public health agency. The team should review, but not be limited to, the employee's assignment from the standpoint of the need to administer first aid, handle food, provide personal hygiene care or any other factor that could transmit blood or body fluids from one person to another. A plan for periodic review of the employee's medical condition shall also be developed. The team will make its recommendations to the superintendent.
2. If reassignment of the employee is deemed advisable by the team, such action will conform to policies, regulations and contractual commitments that govern reassignments for medical reasons, including the use of appropriate sick leaves and disability leaves.
3. The employee's right to privacy and the confidentiality of medical records will be preserved.

4. These procedures may be revised at any time to reflect new information and regulations or guidelines from external agencies.