

Procedures for Dealing with Staff Diagnosed as Having AIDS or Hepatitis

The possibility exists that the district may need to deal with the issue of employees who are diagnosed with AIDS, HIV, or ARC. 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.

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 it becomes known that an employee is infected with HIV, the Superintendent will immediately organize a team to review the employee's assignment and to determine if that assignment creates a health risk for others. 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.
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.
3. The employee's right to privacy and the confidentiality of medical records will be preserved to the extent possible. Only as much information as is necessary will be communicated to the community and staff so that the credibility and trustworthiness of the district is preserved.
4. These procedures may be revised at any time to reflect new information and regulations or guidelines from external agencies.