

FAIRFIELD AREA SCHOOL DISTRICT

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

7320

7320.1 Philosophy

The Board is committed to the provision of a healthful environment for its students, employees and volunteers. Therefore, the District will adhere to the following procedures for any of these individual infected with the AIDS virus.

7320.2 Definition of Terms

The terms infected student, infected school employee, and infected individual are used in this policy to apply to persons who have been diagnosed as having AIDS and those who are asymptomatic carriers, i.e., those who have been infected with the HIV virus and are capable of transmitting it, but who are not symptomatic of AIDS.

7320.3 Determining School Attendance - Students

For most infected school-age children the benefits of an unrestricted school environment outweigh the risks of the infected individual acquiring potentially harmful infections or transmitting the virus to others.

This District will, therefore, try to maintain infected students in the normal school setting, but will evaluate each infected student on a case-by-case basis according to the following:

- a. Infected students who lack control of their body secretions or who display risky behavior such as biting and those with uncoverable oozing lesions shall not be permitted to attend classes or participate in school activities with other students.
- b. An infected student not excluded under item (a) above shall be permitted to attend school upon the recommendation of a screening committee composed of the student's physician, student's parent or guardian, the school physician, the school nurse, Superintendent, principal, prospective teachers, and public health personnel and approval of the Board.

FAIRFIELD AREA SCHOOL DISTRICT

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS) (Contd.)

7320

- c. In making a recommendation, the committee shall consider the behavior, neurological development, and condition of the student, the expected type of interaction with others in the school setting, and the impact on both the infected student and others in that setting.
- d. Periodic re-evaluation of each student will be conducted as his/her condition changes. An infected student may be admitted and later excluded or vice versa.

7320.4

Alternative Education

If an infected student is not permitted or is physically unable to attend class or participate in school activities with other students, the District shall make every reasonable effort to provide said student with an adequate alternative education. To the extent that this requires personal contact between the student and employees, only those school employees who volunteer will be utilized.

7320.5

Determination of Employment

The determination of whether an infected school employee should be permitted to remain employed shall be made on a case-by-case basis by a screening committee composed of public health personnel, the employee's physician, the employee or his/her representative, the school physician, and the Superintendent. The committee shall make a recommendation to the Board for final approval. The committee shall consider the physical condition of the employee, the expected type of interaction with others in the school setting, and the impact on both the infected employee and others in that setting. If the employment of an infected school employee is discontinued, said school employee shall be entitled to use any available medical leave and receive any available medical disability benefits.

FAIRFIELD AREA SCHOOL DISTRICT

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS) (Contd.)

7320

7320.6

Infection Control

School employees should be aware of and practice universal precautions at all times. The rationale for universal precautions is that any individual can be infected. Kits are provided to all school areas for infection control in handling body secretions and cleaning up spills, and inservice information is provided to all employees. Universal precautions include: wearing latex gloves when having direct contact with body fluids, frequent, thorough hand washing with soap and running water, especially following exposure to body fluids, covering all open lesions with appropriate dressings, disposing of contaminated towels and tissues and cleaning up surfaces and mops soiled by fluids with disinfectants such as a 1:10 solution of chlorine bleach or isopropyl alcohol.

7320.7

Testing

If the District has reasonable cause to believe that a student, employee or volunteer is an infected individual, the District may request said individual to voluntarily submit to an appropriate medical evaluation.

7320.8

Non-Discrimination

The sexual orientation of a student, volunteer, or school employee shall not constitute reasonable cause to believe that he or she is an infected individual. No student, employee or potential employee shall be required to provide information as to his/her sexual orientation.

7320.9

Confidentiality

The identity of an infected individual or one believed to be infected shall be revealed only with expressed written consent of the employee, student, parent or guardian and only to those officials who have a need to know in order to provide proper care and supervision and protect the school population. Confidentiality should be maintained, with both written and oral communication, in a medical chart with restricted access, not in a personnel folder or permanent record.

Revised June 17, 1996