

Book	Policy Manual
Section	300 Employees
Title	HIV Infection
Code	314.1
Status	Active
Adopted	April 6, 2022

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, project and support staff employed by the school.

Definitions

AIDS - Acquired Immune Deficiency Syndrome.[1]

HIV Infection - refers to the disease caused by the HIV or human immunodeficiency virus.

Infected employee - refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.

Authority

The Joint Operating Committee directs that the established Joint Operating Committee policies and administrative regulations relative to illnesses among employees shall also apply to infected employees.
[2][3][4][5]

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.

Delegation of Responsibility

The Administrative Director or designee shall be responsible for developing and releasing information concerning infected employees.

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.[6]

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.

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.[3][4][5][6]

Guidelines

Confidentiality

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.[\[Z\]](#)

Infection Control

Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.

The school shall maintain and keep reasonably accessible all equipment and supplies necessary for infection control.

Employees shall notify the Administrative Director or designee of all incidents of exposure to bodily fluids.

Staff Development

The school shall provide opportunities for employees to participate in inservice education on HIV Infection.

Designated employees may receive additional, specialized training appropriate to their positions and responsibilities.

Legal	1. 35 P.S. 7603
	2. 24 P.S. 1850.1
	3. Pol. 334
	4. Pol. 335
	5. Pol. 339
	6. Pol. 104
	7. 35 P.S. 7607
	35 P.S. 7601 et seq