



Book	Policy Manual
Section	300 Employees
Title	HIV Infection
Code	314.1
Status	Active
Adopted	October 10, 2023

Purpose

The Board 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 staff employed by the district.

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 district employees diagnosed as having the HIV virus, including those who are asymptomatic.

Authority

The Board directs that the established Board policies and procedures and administrative regulations relative to illnesses among district employees shall also apply to infected employees. [\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

The Board 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 Superintendent or designee shall be responsible for developing and releasing information concerning infected employees.

All district employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees. Participating in physical or verbal harassment of any individual or group may result in discipline, up to and including termination. Employees who believe they have been subjected to physical or verbal harassment of any kind are encouraged to immediately report such conduct to the building administrator. [\[6\]](#)

Building principals shall notify district employees, students and parents/guardians about current Board 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, Board policies, collective bargaining agreements, individual contracts and the retirement system.[3][4][5][6]

Guidelines

Confidentiality

District 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. Failure to abide by this prohibition may result in discipline, up to and including termination and civil/criminal prosecution [7]

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 district shall maintain reasonably accessible equipment and supplies necessary for infection control.

Employees shall notify the school nurse of all incidents of exposure to bodily fluids.

Staff Development

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

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

Legal

[1. 35 P.S. 7603](#)

[2. 24 P.S. 510](#)

3. Pol. 334

4. Pol. 335

5. Pol. 339

6. Pol. 104

[7. 35 P.S. 7607](#)

[35 P.S. 7601 et seq](#)