

## AIDS/HIV POLICY GUIDELINES

523

### I. Guidelines for Policies Related to Employees and Students

#### Background

The AIDS virus is known to be spread by sexual contact, personal exposure such as injectable drug use or needle stick injury, and prenatal transmission from mother to child during pregnancy. Casual contact, like that shared by employees or students in the school environment, has not resulted in transmission of the AIDS virus. Of greater concern is the salmonellas, hepatitis B, herpes zoster, or herpes simplex. These threaten both non-infected persons and infected persons whose immune system may be weakened by HIV or AIDS.

It is probably not possible to develop strict guidelines for dealing with every aspect of the AIDS/HIV in the school environment. Instead, school officials should evaluate each case to make certain the response is appropriate. Such evaluations should include recommendations from the individual's physician, and, when appropriate, from public health officials.

#### School District Employees

##### A. Confidentiality

Mountain View School District #244 will not require disclosure of an employee's HIV or AIDS status. Any information known to the school district or its employees regarding an individual's HIV or AIDS status will be confidential unless (1) the employee gives his or her prior approval or (2) such disclosure is required by Idaho law.

##### B. Discrimination

Mountain View School District #244 will not discriminate against anyone who has an HIV infection during the hiring, evaluation, promotion, work assignment, or termination processes.

##### C. Testing

Mountain View School District #244 will not conduct routine HIV antibody testing of employees. No school district employee will be tested for HIV without his or her consent unless otherwise required by Idaho law.

##### D. Work Restrictions

As a general rule, no work restriction will be placed on an AIDS or HIV-infected employee unless the employee has contracted, or is in danger of contracting, a transmittable secondary disease. Any work restriction requested by or imposed on an employee as a consequence of his or her HIV or AIDS status must be initiated or approved by the employee's physician, the employee's supervisor, and the school district superintendent.

##### E. Violation of Policy/Termination of Employees

An employee who violates any portion of this policy, or who refuses to work with another employee who has AIDS or the HIV infection, may be disciplined. Such disciplinary action may include suspension without pay or dismissal.

## Students

### A. Education Decisions

Decisions regarding programs of education for students infected with the HIV virus should be based on the behavior, neuralgic development, and the physical condition of the student and the anticipated interaction between the student and others in the school setting. Such decisions will be made by a team comprised of the student's parent(s) or guardian(s), the student's physician, appropriate school officials, and other personnel, if any, whose involvement is deemed necessary. In each case, the decision-making process should include a weighing of benefits and risk to both the infected student and to others interacting with that student.

### B. Attendance

Children infected with the HIV virus will be allowed to attend school as long as the benefits to the child outweigh the risks to the child or to others. See Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act for related information and requirements.

### C. Confidentiality

Mountain View School District #244 will not require disclosure of a student's HIV or AIDS status. Any information known to the school district or its employees regarding a student's HIV or AIDS status will be confidential unless (1) the student and his parent(s) or guardian(s) give prior approval to a disclosure or (2) such disclosure is required by Idaho law.

### D. Evaluation of Hygienic Practices

The team described in (A) above will evaluate the student at three-month intervals to determine whether the student's educational environment should be changed. This evaluation should include an assessment of the student's hygienic practices and whether those practices suggest a need for a more or less restricted environment.

## II. Guidelines for Policies on Universal precautions and infection control

### Background

HIV has been isolated from blood, semen, vaginal secretions, saliva, tears, breast milk, cerebrospinal fluid, amniotic fluid, and urine, and is likely to be isolated from other bodily fluids. Epidemiological evidence has implicated only blood, semen, vaginal secretions, and breast milk in transmission.

### A. Direct Contact

School district employees and volunteers must take all reasonable precautions to avoid direct contact with blood, blood products, or other infectious fluids. All blood, semen, vaginal secretions, and breast milk should be treated as potentially infective.

### B. Classroom Supplies

The school district will provide each classroom a supply of latex gloves and disinfecting solutions.

### C. Handling Ill or Injured Persons

Whenever school district employees or volunteers are required to handle an ill or injured person, these procedures must be followed to minimize direct contact with blood or bodily fluids:

1. Appropriate barrier precautions will be used when contact with blood or other body fluids is anticipated. Latex gloves will be worn whenever blood and body fluids, mucus membranes, or non-intact skin must be touched. Gloves will also be worn for handling items or surfaces soiled with blood or body fluids. Gloves must be changed whenever a new person is handled.

2. Hand and other skin surfaces will be washed with soap and water immediately and thoroughly whenever contaminated with blood or other body fluids.
3. Extra precautions will be taken to prevent injuries caused by needles or other sharp instruments or devices while using, cleaning, or disposing of these sharp objects.
4. Other appropriate decontamination procedures will be followed.

ADOPTED 4/15/96

Revised/Adopted: 8/20/07