

POLICY # 1.2 AIDS POLICY

Introduction

The Eufaula Board of Education is strongly committed to providing a safe and healthy working environment for employees of the District. Accordingly, this policy is intended to protect the employment rights and privileges of the employee who tests HIV positive, and may have related illnesses, and to protect the health and welfare of non-infected coworkers.

Definition of HIV

Human Immunodeficiency Virus (HIV) is the virus that causes AIDS.

Definition of AIDS:

Acquired Immune Deficiency Syndrome (AIDS) is a medical term used to describe the variety of illnesses a person may suffer after being infected with a type of virus that attacks and cripples a crucial element of the body's immune system. Acquired means that AIDS is not an inherited condition; instead a person contracts AIDS through exposure to the virus that causes it. Immune deficiency refers to the fact that the body's immune system is rendered ineffective by the virus that causes AIDS. Syndrome refers to the fact that AIDS is characterized by a collection of maladies, which can include types of cancer and pneumonia, severe diarrhea, and neurological problems.

Employee Responsibility

Upon the identification of an employee by a competent medical authority as having the HIV virus, the Superintendent will meet with the employee and request a statement from a certified physician updating the status of the employee's condition and the recommendation of the doctor regarding the ability of the employee to work shall be required periodically. Should the condition of the infected employee create a health hazard, as defined by the Center for Disease Control, to coworkers and students, or render the employee unable to perform required work tasks, the employee shall be required to follow standard sick leave procedure. The School District may require an examination of the infected employee by a medical doctor appointed by the District, if deemed necessary.

Employer's Responsibility to Protect Rights of the AIDS Infected Employee

The Employer shall make reasonable accommodation and take every precaution to protect normal working conditions and relations with other workers for the infected employee as long as the continued employment does not endanger the health of the infected employee or co-worker

Provide consultation relative to the availability of health and medical services, leave and other benefits.

Responsibility of Employer to Protect Safety and Welfare of Non-Infected Employees

The Superintendent will inform the principal of a building of any employee and the employee's administrative supervisor of any employee who has the HIV or its related illnesses. The supervisor and/or principal will take appropriate measures to protect the safety and health of co-worker as well as to protect the confidential rights of the infected employee.

The Superintendent's office has established guidelines and procedures describing appropriate action to be taken when accidents involving the emission of body fluids from any employee or student, whether infected or not, occurs, e.g., vomiting, bleeding, diarrhea, etc. In such cases, guidelines for proper equipment to be used in the cleanup of body fluids, e.g., rubber gloves, appropriate disinfectants, etc., have been established.

Monitoring

A written report monitoring the employee's medical status will be completed every thirty (30) days by the building principal. The principal may be assisted by a school nurse, the employee's physician, and the County Health Department.