

**EASTERN  
WESTMORELAND  
CAREER &  
TECHNOLOGY CENTER**

SECTION: EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: FEBRUARY 25, 2015

REVISED:

<p>1. Purpose</p> <p>2. Definitions 35 P.S. Sec. 7603</p> <p>3. Authority SC 1850.1 Pol. 334, 335, 339</p> <p>4. Delegation of Responsibility  Pol. 348</p>	<p style="text-align: center;">314.1. HIV INFECTION</p> <p>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 and support staff employed by the center.</p> <p><b>AIDS</b> - Acquired Immune Deficiency Syndrome.</p> <p><b>HIV Infection</b> - refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p><b>Infected employee</b> - refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.</p> <p>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.</p> <p>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.</p> <p>The Administrative Director or designee shall be responsible for developing and releasing information concerning infected employees.</p> <p>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.</p> <p>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.</p>
---	--

<p>Pol. 104, 334, 335, 339</p> <p>5. Guidelines</p> <p>35 P.S. Sec. 7607</p>	<p>Infected employees whose employment is interrupted or terminated may 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.</p> <p><u>Confidentiality</u></p> <p>Except where there is a danger to health of others, 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.</p> <p><u>Infection Control</u></p> <p>Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The center shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>Employees shall notify the school nurse of all incidents of exposure to bodily fluids.</p> <p><u>Staff Development</u></p> <p>The center shall provide opportunities for employees to participate in inservice education on HIV Infection.</p> <p>Designated employees may receive additional, specialized training appropriate to their positions and responsibilities.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1850.1</p> <p>PA Confidentiality of HIV-Related Information Act – 35 P.S. Sec. 7601 et seq.</p>
--	---