



**POLICY 414 -- ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)**

**1. Purpose**

The Board of School Directors of the West Jefferson Hills School District is committed to the provision of a healthful environment for its students and employees. This policy specifically addresses the following conditions which are hereafter collectively called "AIDS": Acquired Immune Deficiency Syndrome (AIDS), AIDS Related Complex (ARC), persons who are HIV (Human Immune Deficiency Virus) positive, and any diagnosis later determined which is substantially similar in cause and contagion to the three (AIDS, ARC, and HIV) diagnostic terms.

**2. Authority**

The Board authorizes the Superintendent to prepare and periodically update the necessary administrative procedures on appropriate action for AIDS related concerns based on information received from appropriate medical, education, legal, and governmental authorities. The purpose of this policy shall be twofold: to safeguard the health and well being of students and employees and, concurrently, to protect the rights of the individual.

**3. Guidelines**

If the school district has reasonable cause to believe an employee has AIDS/ARC or HIV infection, is infectious, or is physically unable to perform his/her work, the employee may be required to take a special medical examination.

In the case of an employee, a team shall be formed and shall consist of as many of the following as are reasonably available: the employee, the employee's physician, the school physician, a representative of the Allegheny County Health Department, a physician who specializes in medical laboratory techniques, the appropriate principal, the school nurse, and the school Solicitor. The team shall review each case and shall submit a written committee report recommending appropriate action, signed by a recording secretary for the committee.

Employees shall retain the right to remain in the school setting unless the team identifies a clear and present danger to other persons in the school environment or to the AIDS employee. In cases of clear and present danger, the employee's assignment will be modified, or other appropriate action will be taken.

The right to privacy including confidentiality of records shall be maintained. Only selected personnel with a need to know shall be advised of any case to appropriately implement this policy.