

# Foster School District

## Policy # 5140

### Policy on HIV Infected Students and Employees

#### PURPOSE:

Protect against the transmission of HIV from infected employees and/or students to other employees or students;

#### DEFINITION OF HIV INFECTION:

HIV is an acronym for the Human Immunodeficiency Virus. HIV is the virus, which causes AIDS, Acquired Immune Deficiency Syndrome.

#### ROUTES OF TRANSMISSION:

HIV cannot be spread by casual contact, e.g. sitting together, sneezing or coughing on each other or eating together. Both Rhode Island law (G.L. 23-6-22) and the Americans with Disabilities Act of 1990 (P.L. 101-336) expressly prohibit discrimination against individuals who are infected with, or who are perceived to be infected with, HIV.

#### REPORTING HIV STATUS:

When an employee or student has tested HIV positive, it is optional for that person to notify the Superintendent of Schools. Informed individuals will be subject to the requirements of the Rhode Island General Laws 23-6-17 and 5-37.3-7 in the Confidentiality of Health Care Information Act, as well as any and all other relevant federal and state laws and regulations. HIV related information cannot be transferred or released except as allowed by Rhode Island General Laws (23-6-17).

#### CONFIDENTIALITY OF EMPLOYEE AND/OR STUDENT HIV STATUS:

Information concerning the identity of HIV positive employees/students must be kept confidential in accordance with Rhode Island General Laws 23-6-17 and 23-6-18.

#### SCHOOL DECISION AUTHORITY:

The Superintendent of Schools, as chief personnel officer, is responsible for ensuring that the purposes of this policy are implemented fully within the guidelines provided by both Rhode Island and federal laws.

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IMPLEMENTATION:

This policy should be implemented in conjunction with the School Department procedures for Universal Precautions and Bloodborne Pathogens.

Disposable latex/vinyl gloves, bleach, CPR guard and gauze shall be available in the School Health Office, custodian room, gymnasium, and cafeteria. The emergency intercom from classes to the School Office is to be used to summon the Nurse Teacher or custodian whenever bodily fluids are present in the classroom.

Dissemination and training regarding this policy shall be provided to all staff of the school department and updated on an annual basis.

Copies of this policy and the procedures shall be available to parents and the community.

Adopted: 27 May 1997

Reviewed: 4-26-2005

Reviewed: March 27, 2012