

**PERSONNEL HEALTH AIDS
(REGULATION)**

In accordance with the policy of the board of education, the following regulation shall govern the prevention and control of infection of school district employees by the Human Immunodeficiency Virus (HIV) and the employment status of HI V infected school employees. infection by HIV may result in the disease known as Acquired Immune Deficiency Syndrome (AIDS), or AIDS Related Complexes (ARC).

An employee who suspects infection or who has been confirmed through medical examination to be infected with HIV will inform the school nurse or the superintendent.

If an employee is infected with or is suspected of being infected with HIV, the superintendent will conduct an interview to determine if the employee has knowledge of an infection and whether further medical examination is desired.

If an employee is confirmed as being infected with HIV, the superintendent will compose a Health Review Committee (HRC) for the district. The HRC will be composed of the employee, the employee's physician, a member of the Oklahoma State Department of Health, the employee's supervisor, and the superintendent.

The HRC will determine if the employee's health poses an immediate and present danger to the school's students or staff. If the HRC determines that such danger is present, the employee will be placed on sick leave until such leave is exhausted. After the employee's sick leave is exhausted, the superintendent may, with concurrence of the board of education, place the employee on unpaid administrative leave for one year. The employee may return to employment at any time within one year by presenting to the HRC evidence from the employee's physician that the employee is no longer infected with the HIV. If the employee has not petitioned the HRC for reinstatement of employment within one year, employment will be terminated. Prior to termination, the superintendent will insure that the employee is afforded due process.

If the HRC determines that no danger is present, the superintendent will take reasonable precautions to protect normal working conditions and relations with other workers for the infected employee as long as the continued employment does not endanger either the health of the infected employee or co-workers.

The superintendent will inform only the board of education, the appropriate building principal and the employee's administrative supervisor of any employee who has been infected by HIV. The supervisor and/or principal will take appropriate measures to protect the safety and health of co-workers as well as the rights of the infected employee.

The superintendent is directed to establish regulations describing appropriate action to be taken with accidents involving the emission of body fluids occurs, e.g. vomiting, bleeding, diarrhea, etc. Hygiene and sanitation procedures are contained in school policy DIAF.