

COMMUNICABLE DISEASES AND HIV/AIDS PREVENTION, EXPOSURE, EDUCATION, AND CONFIDENTIALITY

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The Welch Board of Education is concerned about the health of students and staff in this school district.

HIV/AIDS is not transmitted by casual, every day contact. Therefore, absent a serious secondary infection that may be transmitted to others or a significant health problem that restricts an infected student's ability to attend school and barring special circumstances, students who are infected with HIV/AIDS shall attend the school and classroom to which they would normally be assigned, and shall receive the rights, privileges, and services to which they would be entitled if they were not infected. (See policy FFAAB.) Decisions about any changes in the educational program of a student who is infected with HIV/AIDS shall be made on a case-by-case basis.

There shall be no discrimination in employment based on having HIV/AIDS.

Mandatory screening/testing for communicable diseases not spread by casual, everyday contact, such as HIV infection, shall not be a condition for school entry or for employment or continued employment.

All schools shall provide a sanitary environment and establish procedures for handling body fluids in accordance with Occupational Safety and Health Administration (OSHA) regulations. The district's policy and regulations for communicable disease control can be found in the Bloodborne Pathogens Manual located in each building office. (See policy DIAF.)

A program of on-going education about the prevention of exposure to bloodborne pathogens shall be provided to all school employees and volunteers in accordance with OSHA regulations. (See policy DIAF.)

HIV/AIDS education shall be provided to students and certified personnel as mandated by Oklahoma state law. (See policy EHAI.)

Oklahoma state law requires that all information and records which identify any person who has or may have any communicable or venereal disease shall be confidential. All school employees are bound by this law. Failure to follow the laws of confidentiality may result in criminal prosecution and/or personal liability for a civil suit and/or be cause for disciplinary action or dismissal from employment in the Welch Public Schools.

REFERENCE: 63 O.S. §1-502.2
70 O.S. §6-115
Rehabilitation Act of 1973
Americans with Disabilities Act of 1990, Section 504
Individuals with Disabilities Education Act
Occupational Safety and Health Administration, 29 CFR §1910.1030

CROSS-REFERENCE: Policy DI-R1, Personnel Health, AIDS, Regulation
Policy DIAF, Hygiene and Sanitation (Bloodborne Pathogens)
Policy FFAAB, Acquired Immune Deficiency Syndrome (AIDS)