



*Section: Professional Employees*  
*Title: Bloodborne Pathogens*  
*Adopted: June 17, 2010*

#### **415 Bloodborne Pathogens**

The Board is committed to providing a safe, healthy environment for its students and employees. The purpose of this policy shall be to safeguard the health and well-being of students and employees while protecting the rights of the individual.

This policy is based on current evidence that the HIV and other bloodborne pathogens are not transmissible by infected individuals within the school setting, except by exposure to blood and certain bodily fluids.

**HIV** - the Human Immunodeficiency Virus (HIV), causes Acquired Immune Deficiency Syndrome (AIDS).

**Bloodborne Pathogens** – Disease producing microorganisms capable of being transmitted in blood, including inter alia, Hepatitis B (HBV) and Hepatitis C.

**CDC** - United States Public Health Service Centers for Disease Control.

**Infected Employees** - employees infected with HIV or other bloodborne pathogens, including employees who are asymptomatic.

This policy shall apply to all employees of the school district.

The Board confirms that the established district policies and procedures that relate to illnesses among employees shall also apply to infected employees.

The Board shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.

The Superintendent or a designee shall serve as the central contact for handling and releasing all information concerning infected employees

The district shall not unlawfully discriminate against an employee with HIV or other bloodborne pathogen infection.

All employees shall be required to consistently follow infection control/universal precautions for transmission of HIV and other bloodborne pathogens in all settings and at all times. Employees shall notify the Superintendent of all incidents of exposure to bodily fluids.

The Superintendent or a designee shall report periodically to the Board regarding the effectiveness of this policy and shall make recommendations for revision in accordance with developments in medical research and treatments.

### Assignment

District authorities shall determine the assignment of infected employees on a case by-case basis.

A Placement Team comprised of the Superintendent, Director of Human Resources, immediate supervisor, school nurse, district physician (as needed), and including the employee and his/her attending physician shall evaluate the assignment of an infected employee.

First consideration must be given to maintaining the infected employee in a regular assignment. Any decision for an alternative assignment must be supported by specific facts and data.

If the employee's condition constitutes a disability under federal law, the district shall comply with all applicable provisions thereof.

Infected employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits. Such employee shall be informed by the appropriate administrator of benefits, leave and alternatives available to them through state and federal laws, district policies, the Collective Bargaining Agreement and the retirement system.

### Confidentiality

Information about infected employees in the school setting shall not be disclosed to the general public, other school employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee.

The Superintendent or a designee shall determine which school personnel will receive information about an employee. The number of individuals informed of an infected employee's status shall be kept to the minimum required to assure protection of the infected employee as well as to protect the school population.

All district employees have a duty to preserve the confidentiality of all information concerning an infected student. Disciplinary action shall result from a breach of confidentiality by an employee.

All health records, notes and other documents referring to an employee's infected status shall be secured and kept confidential.

## Infection Control

Universal precautions, as recommended by the CDC, shall be followed for exposure to blood, vaginal secretions, semen or any other body fluid contaminated with blood, such as nasal secretions, sputum, vomitus, urine and feces.

Employees shall treat all body fluids as hazardous and follow universal precautions.

The school district shall maintain and keep reasonably accessible all designated equipment and supplies necessary for infection control.

## Staff Development

The district's Exposure Control Plan identifies the positions that have been determined to have reasonable occupational exposure to bloodborne pathogens. Personnel assigned to the following positions shall participate in annual bloodborne pathogen safety training: school nurse, custodial staff (excluding "summer only" workers), athletic trainer, the first aid responder. The training sessions will include a planned education program regarding HIV and other life-threatening and communicable diseases to:

1. Convey factual and pertinent information.
2. Provide guidance on infection control procedures.
3. Inform about current law and district policies.

## Bloodborne Pathogen Safety: Exposure Control Plan

In accordance with OSHA regulations, the district Exposure Control Plan outlines the exposure control guidelines and procedures, training requirements, positions identified to be at risk for occupational exposure, and procedures for offering free Hepatitis B vaccinations to personnel assigned to these positions.

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