

POLICY

2011

6142

Personnel

SUBJECT: ACQUIRED IMMUNE DEFICIENCY SYNDROME, AIDS RELATED COMPLEX (ARC) AND/OR POSITIVE BLOOD TESTS TO THE HUMAN IMMUNODEFICIENCY VIRUS (H.I.V.)

It is the policy of the Vestal Board of Education that no individual will be denied access to employment with the Vestal Central School District, solely on the basis of his/her status as an HIV infected individual.

The Board further contends that under current law and regulations, the disclosure of confidential AIDS and/or HIV-related information will be strictly limited.

The Board of Education acknowledges the interests of employees diagnosed as having HIV or AIDS to continue their employment. The Board also acknowledges the interest of non-infected employees to work in an environment free of significant risks to their health.

Administrative regulations and procedures in regard to personnel will be developed and implemented by the Superintendent/designee based on recommendations from the New York State Education Department, and from consultation with appropriate professional and medical staff in the District.

The Superintendent/designee will also establish protocols for routine sanitary procedures for dealing with the cleaning and handling of body fluids in school, with special emphasis placed on staff awareness.

References: OSHA
Americans with Disabilities Act
Confidentiality: Public Health Law, Article 27-F
Reviewed 5/14/96
Adopted 5/28/96

Adopted 5/10/11