

## Policy Information

### Series 4000 - Personnel

#### Health - HIV-Related Illness

Policy # 4114.2

The Board of Education is mindful of the concern expressed by the public over the health issues surrounding Acquired Immune Deficiency Syndrome (AIDS) and Human Immunodeficiency Virus Infection (HIV). The Board also recognizes, based upon the current state of medical knowledge, that the virus associated with AIDS is not easily transmitted and there is no evidence that AIDS or the HIV virus can be transmitted by casual social contact in the school setting.

The Board acknowledges the rights of those students diagnosed as having AIDS or HIV infection to continue their education, the rights and interest of those employees diagnosed as having AIDS or HIV infection to continue their employment, as well as the rights and interests of all students and employees in the School District to learn and work without being subjected to significant risks to their health. The Board also takes notice that under current law and regulations, the disclosure of confidential AIDS and/or HIV-related information must be strictly limited.

Therefore, it is the policy of the Board:

- a) To ensure, insofar as feasible, that each student attending school in the Lakeland Central School District and each employee of the District is in a state of physical health which does not endanger the student's or employee's own health or the health of others; and
- b) That no student shall be denied the opportunity to attend school, continue his/her education or participate in school-related activities solely on the basis of being diagnosed as having AIDS or HIV infection; and
- c) That no employee shall be prevented from continuing his/her employment solely on the basis of being diagnosed as having AIDS or HIV infection; and
- d) To prevent any student or employee from being subjected to discriminatory treatment or stigma solely because he or she has been diagnosed as having AIDS or HIV infection.

The Superintendent of Schools is directed to develop and maintain an updated District-wide exposure control plan which includes:

- a) Routine sanitary hygiene procedures for dealing with all spills of blood and other body fluids in or on school premises and grounds. The Superintendent shall consult with the school physician and/or public health officials, as appropriate, for the most current methods and information regarding these procedures; and
- b) In-service education and training for school personnel concerning AIDS and HIV infection and the routine sanitary hygiene procedures to be followed in the case of spills of blood and other bodily fluids; and
- c) Confidentiality of HIV-related information.

An educational program regarding AIDS and HIV infection will be provided for employees on an annual basis.

#### Policy References:

Public Health Law, Article 27-F  
Executive Law, § 296

§ 504 of the Rehabilitation Act  
29 CFR 1910.1030

**Policy Cross References:**

» 5141.2 - Health -- HIV-Related Illness

Adoption Date: 8/18/1988, Revised: 11/19/2009; 10/08/1992, 12/17/1999, Reviewed: 03/16/2015, Reviewed: 11/23/2015  
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