

**EMPLOYEES WITH ACQUIRED IMMUNODEFICIENCY SYNDROME (AIDS)
AND HUMAN IMMUNODEFICIENCY VIRUS INFECTION (HIV INFECTION)**

The Board recognizes the serious physical and mental problems associated with employees diagnosed as having AIDS or HIV infection. As long as employees are able to meet acceptable performance standards, and medical evidence clearly indicates that their condition is not a threat to themselves or to others, employees shall be assured of continued employment. In the event that a specific job involves duties that could present a risk of transmission, or if new medical evidence requires a more stringent approach, under those circumstances, individuals with AIDS or HIV infection may be removed from such positions. In that event, every effort will be made to transfer or reassign the employee to a position which does not present a risk of the disease's transmission.

A. Diagnosis

1. 00 It is the duty of employees who suspect they may be infected with the HIV infection to obtain a medical opinion as to the state of their health.

B. Disclosure

1. 00 If there is confirmation of an AIDS diagnosis, the Board of School Trustees requires the employee to meet with the Superintendent.
- 1.01 The identity of the employee who has AIDS will be protected and confidentiality will be maintained. Only those managers with a clear need to know shall be informed of an employee's health condition.

C. Electing to Continue Working

1. 00 The determination of whether an infected employee should remain employed in a capacity that involves contact with students or other employees shall be made on a case-by-case basis by a team composed of Public Health personnel, the employee's physician, the employee and/or his representative, and appropriate District personnel. In making this determination, the team shall consider:
 - a) the physical condition of the employee
 - b) the expected type of interaction with others in the school setting
 - c) the impact on both the infected employee and others in that setting.
- 1.01 Regular evaluation on the appropriateness of working shall be conducted.