

CARBON CAREER & TECHNICAL INSTITUTE

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: HIV INFECTION

ADOPTED: December 16, 2004

REVISED: August 17, 2006, May 15, 2025

314.1. HIV INFECTION	
1. Purpose	The Joint Operating Committee is committed to providing a safe, healthy environment for its students and employees and adopts this policy to safeguard the health and well-being of students and employees while protecting the rights of the individual. This policy shall apply to all administrative, professional and classified staff employed by the school.
2. Definitions	<p>AIDS - Acquired Immune Deficiency Syndrome.[1]</p> <p>HIV Infection - refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p>Infected employee - refers to school employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
3. Authority	<p>The Joint Operating Committee directs that the established Joint Operating Committee policies and procedures and administrative regulations relative to illnesses among school employees shall also apply to infected employees.[2][3][4][5]</p> <p>The Joint Operating Committee shall not require routine screening tests for HIV Infection in the school setting, nor will such tests be a condition for employment.</p>
4. Delegation of Responsibility	<p>The Administrative Director or designee shall be responsible for developing and releasing information concerning infected employees.</p> <p>All school employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.[6]</p> <p>The principal shall notify school employees, students and parents/guardians about current Joint Operating Committee policies concerning HIV Infection and shall provide reasonable opportunities to discuss the policy and related concerns.</p>

<p>5. Guidelines</p>	<p>Infected employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits. Such employees shall be informed by the appropriate administrator of benefits, leave, and alternatives available to them through state and federal laws, Joint Operating Committee policies, collective bargaining agreements, individual contracts and the retirement system.[3][4][5][6]</p> <p><u>Confidentiality</u></p> <p>School employees with knowledge of an infected employee's condition shall not disclose that information without prior written consent of the employee, consistent with the requirements of the Pennsylvania Confidentiality of HIV-Related Information Act.[7]</p> <p><u>Infection Control</u></p> <p>Universal precautions shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The school shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>Employees shall notify the school nurse of all incidents of exposure to bodily fluids.</p> <p><u>Staff Development</u></p> <p>Designated school employees may receive additional, specialized training appropriate to their positions and responsibilities.</p> <p>Legal</p> <p><u>1. 35 P.S. 7603</u></p> <p><u>2. 24 P.S. 510</u></p> <p>3. Pol. 334</p> <p>4. Pol. 335</p> <p>5. Pol. 339</p> <p>6. Pol. 104</p> <p><u>7. 35 P.S. 7607</u></p> <p><u>35 P.S. 7601 et seq</u></p>
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