

HIV/AIDS
(HUMAN IMMUNODEFICIENCY VIRUS/ACQUIRED IMMUNE
DEFICIENCY SYNDROME)
STAFF AND STUDENTS

General Principles

The Board of Directors recognizes that the human immunodeficiency virus (HIV) and the condition of acquired immune deficiency syndrome (AIDS), which is caused by the HIV infection, present significant medical, legal, educational and social issues. The Board desires to protect the rights of all students and employees and does not discriminate against students and employees who are HIV-infected. The Board works cooperatively with state and local health organizations to assess the needs of HIV-infected students or staff and to keep updated on current educational information that could be included in the School's educational plan.

Decisions about any changes in the educational program of an HIV-infected student shall be made on a case-by-case basis, relying on the best available scientific evidence and medical advice.

Evaluating Students and Staff Who Are Infected with HIV

The Executive Director and/or designee is the person to be notified regarding all HIV incidences. When the Executive Director is notified by a parent/guardian, staff member, student and/or any other credible source that an individual in the School is infected with HIV, the Executive Director shall attempt to verify the health status of the individual, (i.e., consultation with parents/guardian, physician, health services personnel, etc.). Upon confirmation, and only in accordance with the Confidentiality section of this policy, the Executive Director may discuss with appropriate staff members ways that the School may help anticipate and meet the needs of the student or staff member infected with HIV.

If there is no infectious disease that constitutes a medically recognized risk of transmission in the school setting, the Executive Director shall not alter the education program or job assignment of the infected person. The Executive Director shall periodically review the case with the infected person (and the parent(s)/guardian(s) of the student) and with appropriate medical advisors.

If there is a secondary infection that constitutes a medically recognized risk of transmission in the school setting, the Executive Director shall consult with the physician, public health official and the infected person (and the parent(s) of the student). If necessary, they will develop an individually tailored plan for the student or staff member. Additional persons may be consulted, if this is essential for gaining additional information, with the consent of the infected staff member or the student's parent(s). The Executive Director should consult with those persons necessary to make sure that any official action is consistent with Ohio and federal laws.

If an individually tailored plan is necessary, it shall have minimal impact on either education or employment. The plan must be medically, legally, educationally and ethically sound. The Executive Director periodically reviews individual cases and oversees implementation of the plan in accordance with local, Ohio and federal laws.

Confidentiality

Information regarding a student or staff member infected with HIV is classified, by law, as confidential. Those individuals who have access to the proceedings, discussions or documents must treat such information as confidential. Only with the written consent of the staff member or the student's parent(s) shall other School personnel, individuals and agencies be informed of the situation/condition. All information pertaining to the case shall be kept by the Executive Director in a locked file; access to this file is granted only to those people who have written consent of the infected staff member or the infected student's parent(s). Records Release and Information Transmission will be administered as stipulated in the Ohio Revised Code and federal law.

HIV Education Program

An educational program will be provided to students as part of the Health curriculum.