

Series 4000 – Personnel – Certified & Non-Certified

2. Non-Certified Personnel

D. Compensation and Related Benefits

(7) Employee Safety

(d) Staff with HIV, ARC (AIDS Related Complex) or AIDS

Scientific studies show that the Human Immunodeficiency Virus (HIV), the virus which causes the Acquired Immune Deficiency Syndrome (AIDS) or ARC (AIDS Related Complex), is transmitted through sexual intercourse with an infected individual or through exposure to contaminated blood or needles. There is no evidence to support the notion that the HIV virus can be transmitted through ordinary school or household activities, e.g. coughing, sneezing, hugging, sharing of utensils or food, or shaking hands.

The anonymity of individuals with HIV infection or AIDS is protected by law. Moreover, individuals with HIV infection or AIDS are protected from discrimination by both federal and state laws. Neither attendance at school nor employment may be denied to an individual with HIV infection or AIDS. It is the policy of the District that no student or staff member with HIV infection or AIDS maybe prohibited from attending school or employment unless there is an immediate risk of injury or harm to the individual or to others.

The District may be unaware of the diagnosis of HIV infection or AIDS because it is a confidential matter between the individual student or staff member and his or her physician. Consequently, the Board of Education has adopted a policy of “universal precautions” which protects all students and staff from contact with blood and body fluids of others. These precautions are enumerated in the Bloodborne Pathogen policy (#4147.1 and #4247.1)

(cf. – 4147.1/4247.1 – Bloodborne Pathogens)

Legal References: Connecticut General Statutes
 10-76(d)(15) Duties and powers of boards of education to provide special
 education programs and services
 10-154a Professional communications between teacher or nurse and
 student
 10-207 Duties of medical advisors
 10-209 Records not to be public
 10-210 Notice of disease to be given parent or guardian
 19a-221 Quarantine of certain persons
 19a-581-585 AIDS testing and medical information
 20 U.S.C. 7906, No Child Left Behind Act of 2001

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SUFFIELD PUBLIC SCHOOLS
 Suffield, Connecticut