

Board Policy

Human Immunodeficiency Virus (HIV)-Related Illnesses

The Board recognizes the public concern over the health issues surrounding Human Immunodeficiency Virus (HIV) infection and Acquired Immune Deficiency Syndrome (AIDS). ESBOCES 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 the HIV virus or AIDS can be transmitted by casual social contact in the open school setting.

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

Accordingly, it is the policy of the Board that no ESBOCES employee shall be prevented from continuing his or her employment solely based on such information.

In accordance with current law and regulations, it is also the policy of the Board to prevent any employee from being subjected to adverse or discriminatory treatment or stigma solely because he or she has been diagnosed as having AIDS or being HIV-infected.

The District Superintendent, Chief Operating Officer, or designee is hereby directed to develop administrative regulations in regard to preventing and prohibiting employment discrimination against individuals diagnosed as having AIDS or being HIV-infected.

The District Superintendent, Chief Operating Officer, or designee shall also implement, and all ESBOCES employees shall comply with, guidelines and routine sanitary hygiene procedures for dealing with all spills of blood and other body fluids in or on ESBOCES premises and grounds. The District Superintendent, Chief Operating Officer, or designee should consult public health officials, as appropriate, for the most current methods and information pertaining to such procedures.

In addition, the District Superintendent, Chief Operating Officer, or designee shall develop and annually implement in-service education and training for all ESBOCES employees concerning AIDS and HIV infection and the routine sanitary hygiene procedures to be followed in the case of all spills of blood and other body fluids.

References:

- Board Policy 6513 - Communicable Diseases
- Board Policy 6530 - Human Immunodeficiency Virus (HIV)-Related Illnesses - Students