

## CHAPTER 3.00 – SCHOOL ADMINISTRATION

<b>GUIDELINES AND PROCEDURES CONCERNING HIV OR OTHER COMMUNICABLE DISEASES (STUDENTS AND EMPLOYEES)</b>	<b>3.20</b>
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- I. It is the School Board's intent to protect employees and students from exposure to infectious diseases and from risk occasioned by infectious diseases and environmental hazards and to provide reasonable accommodations to infected students and employees.
- II. It is recognized that students with any illness, including (HIV) infected persons, may continue to attend school as long as academic, behavioral, and medical evidence indicates that their condition is not a threat to themselves or to others. If it becomes necessary, reasonable accommodations within the school setting shall be made, or an alternative educational services delivery shall be implemented.
- III. All employees diagnosed as having Human Immunodeficiency Virus (HIV) Disease or Acquired Immune Deficiency Syndrome (AIDS) including clinical evidence of infection with the AIDS associated virus (HIV) and receiving medical attention may wish to continue to work. As long as employees are able to meet acceptable performance standards, and medical evidence indicates that their condition is not a threat to themselves or others, employees shall be assured of continued employment. Federal and State laws also mandate, pursuant to the laws protecting disabled individuals, that those individuals not be discriminated against on the basis of their handicaps, and that if it becomes necessary, some reasonable accommodations be made to enable qualified individuals to continue to work.
- IV. All information regarding such matters shall be held in strict confidence and released only to those who have a legitimate need to know.
- V. School Board employees shall receive and review procedures governing HIV, AIDS, blood-borne pathogens, immunization against Hepatitis B infection, other communicable disease, and environmental hazards.
- VI. Staff members shall cooperate with public health authorities by practicing and promoting "universal precautions," as deemed by the Centers for Disease Control (CDC). Procedures for dealing with students who pose a threat of transmitting a blood-borne health condition are contained in the ***Health Services Manual***.

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### 3.20 (Continued)

**STATUTORY AUTHORITY:** 1001.41, 1001.42, F.S.  
**LAW(S) IMPLEMENTED:** 236.081(1)( C ), 1001.42; 1001.43; 1002.22;  
1010.305; 1011.62, F.S. RULE 10D-104,  
FLORIDA ADMINISTRATIVE CODE- BIOMEDICAL  
WASTE, EFFECTIVE AUGUST 25, 1995,  
and STATE OF FLORIDA STATUTE 381.0098  
BIOMEDICAL BIOHAZARD WASTE, 1993

**STATE BOARD OF EDUCATION RULE(S):** 6A-6.03020, 6A-6.0331  
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