

## **EMPLOYEES WITH HIV-RELATED ILLNESS**

The Berlin Central School District Board of Education recognizes the public concern over the health issues surrounding Acquired Immune Deficiency Syndrome (AIDS) and Human Immunodeficiency Virus (HIV) infection. The Board also recognizes that, based upon the current state of scientific knowledge, the virus associated with AIDS is not easily transmitted, and there is no evidence that AIDS or the HIV pathogen can be transmitted by casual social contact in the open school setting.

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

The Board therefore establishes that no district employee shall be prevented from continuing her/his employment by the District solely on the basis of such information.

In accordance with current law and regulations, the Board further establishes that no employee shall be subjected to adverse or discriminatory treatment, nor shall any employee be stigmatized, solely because that person has been diagnosed as having AIDS or being HIV- infected.

The Superintendent shall also implement, and all District personnel shall comply with, guidelines and routine sanitary hygiene procedures for dealing with all spills of blood and other bodily fluids in or on school premises and grounds. The Superintendent shall consult public health officials, as appropriate, for the most current methods and information pertaining to such procedures.

The Superintendent shall also develop and implement in-service education and training for all school personnel concerning AIDS and HIV infection and the routine sanitary hygiene procedures to be followed in the case of all spills of blood and other bodily fluids. Such education and training shall be repeated for District personnel annually in order to ensure adequate understanding of these procedures by all staff.

### **References**

29 USC Sec. 794 et seq. (Rehabilitation act of 1973)  
42 USC Sec. 12101 et seq. (Americans with Disabilities Act)  
Civil Rights Law Sec. 40 et seq.  
Education Law Secs. 913; 4401; 4401-a  
Executive Law Sec. 290 et seq. (Human Rights Law)  
Public Health Law Sec. 27-F  
8 NYCRR Pt. 200  
10 NYCRR Pt. 63