The Salem School District is committed to programs and policies that protect individuals' confidentiality and the right to further their personal goals and objectives regardless of disease or disabling conditions.

To that end:

The Salem School District recognizes that an employee or student with HIV/AIDS should be given the same consideration as any other employee or student with any other illness or disability.

The Salem School District recognizes the rights and privileges of students infected with HIV/HBV to attend school.

In order to assure the health and welfare of the students, the Salem School District is committed to providing HIV/AIDS education that stresses abstinence, supports monogamous relationships, and outlines the dangers of drug abuse.

The Salem School District recognizes the rights of employees to maintain their employee status for as long as their medical condition allows and they can perform their essential job functions.

In order to assure the health and welfare of the employees, the Salem School District is committed to providing Bloodborne Pathogens education that stresses prevention, protection and exposure control.

An individual's right to privacy is of utmost importance. There is no medical or other compelling reason to advise students or employees of the identity and/or presence of persons with HIV/AIDS who may be attending classes or performing work assignments.

Discrimination and/or harassment against those with, or suspected of having, HIV/HBV/AIDS will not be tolerated. Any employee who suspects that a co-worker or a student is HIV-infected or has AIDS may not refuse to work with that person or student. Those members of the school community who perpetrate such actions will be disciplined in the same manner as individuals involved in other forms of discrimination and/or harassment.

NOTE: Refer to Blood Borne Pathogens (BBP) Procedures and Guidelines Manual. (Copy on file in main office and in nurse’s office)