BLOOD BORNE PATHOGENS/HIV/HBV/AIDS

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)
GUIDELINES FOR EDUCATION TO STUDENTS
WITH AIDS AND AID RELATED COMPLEX-ARC
(Acquired Immune Deficiency Syndrome)

1. A child with AIDS/ARC and eligible for educational services that is less than five years of age shall be expected to receive educational services outside the school setting.

2. A child with AIDS or ARC shall be considered eligible for school attendance. They may be excluded from school and provided alternative instruction, such as home bound instruction, when in the judgment of the school team and/or the Superintendent of Schools, there is potential risk to the health and welfare of the student or other students attending school.

3. A child enrolled in school and known to be infected with AIDS/ARC is subject to the following actions:
   a. Temporary removal from the classroom when identified as infected until recommendations are made by the “school team”.
   b. When communicable diseases occur in the school populations, and
   c. When it is recommended by the “school team” assigned to the case.

4. A school team made up of the school nurse, the school principal, the child’s teacher(s), the child’s physician, the child’s parents/guardians, and medical/consultative representation for the school district shall discuss at appropriate times, but no less than once each month when school is in session, the potential risk to the student and to other students by school attendance. The team shall make its recommendation to the Superintendent of Schools or a designee.

5. Decisions on the type of educational and care setting for HTCV-III/CAVE–infected children should be based on the behavior, neurological development, physical and emotional condition of the child, the expected interaction with others in school and the benefits/risks to the infected child and to others in the school.

6. Whenever there are discussions concerning an AIDS/ARC case, at least the following circumstances should be considered:
   a. When there is an outbreak of a communicable disease, such as measles or chickenpox, temporary removal may be the best protection for an infected child.
   b. When the infected child is acutely ill or has a fever, cough or other respiratory illness or diarrhea, they should remain at home or be sent home until the symptoms clear.
   c. When a child lacks toilet training, has open sores or demonstrates behavior, such as, biting, which could result in direct inoculation of potentially infected body fluid into the bloodstream, they shall not attend school.

7. When a child is excluded from school, the Director of Special Services shall confer with appropriate school and medical personnel and establish an instructional program suited to the situation. A serious attempt should be made to provide the least restrictive alternative placement.

8. Under all circumstances, the privacy of the student is to be respected. Knowledge of a case of an infected child should be limited to the teacher(s), the school principal, the school nurse, and the Superintendent of Schools.