

HIV/AIDS POLICY FOR STAFF

The district recognizes the rights, privileges and services of staff infected with HIV. 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 performing work assignments. Personnel medical information is confidential.

Employees shall maintain their employment status for as long as their medical condition allows and they are able to perform their essential job functions with or without a reasonable accommodation. The district, however, may take appropriate action when an employee who, despite reasonable accommodation, is unable to perform his/her duties. The superintendent shall ensure the safety of persons in the school community in conjunction with a plan to support the infected individual with HIV/AIDS.

An employee may not refuse to work with either a student or a coworker who they suspect may have an HIV infection. Discrimination and/or harassment against individuals with, or suspected of having HIV/AIDS will not be tolerated. Any school staff member who violates confidentiality or discriminates against said individuals shall be subject to disciplinary action up to and including termination.

All employees shall have training in Universal Precautions and Bloodborne Pathogens.

Mandatory HIV/AIDS testing shall not be a condition for employment or continued employment in the school district.

Legal References:

RSA 186:11, IX, Instruction as to Intoxicants and Venereal Disease
RSA 186:11, IX-a, AIDS Instructional Material
RSA 189:1-a, Duty to Provide Education

National Association of State Boards of Education, Someone at School Has AIDS, 2001 www.aids.gov/basic/index.html

Adopted 2000
Revised 2016

