

STAFF HEALTH AND SAFETY (COMMUNICABLE DISEASES) Communicable Diseases)

It is the policy of the School District to take reasonable and lawful measures to protect students and staff members from the transmission of communicable diseases. The Superintendent is authorized to adopt such procedures as are necessary to implement this policy in a manner consistent with state and federal laws.

Exclusion from School

A staff member who has a communicable disease shall be excluded from school only if the staff member presents a direct threat to the health or safety of others in the school workplace. The outbreak control measures and other directives of the Department of Health Services (DHS) and local health agencies shall be acted upon as the best medical knowledge and judgments with regard to the exclusion of a staff member who has a communicable disease that is addressed by DHS regulations. The communicable diseases specifically addressed by DHS regulations are listed at A.A.C. R9-6-203 *et seq.*

A staff member who has a chronic communicable disease, such as tuberculosis or HIV/AIDS, shall not be excluded unless a significant risk is presented, to the health and safety of others, which cannot be eliminated by reasonable accommodation. The Superintendent shall consult with legal counsel and health professionals, as necessary, to ensure that exclusion of a staff member with a chronic communicable disease will not violate the staff member's rights under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act.

The school nurse or other person designated by the Superintendent must reassess a staff member who is excluded from school because of a communicable disease before the staff member returns to work. The District may require a physician's written medical release as a condition for the staff member's return to work.

Reporting and Notification

The District shall report by telephone to its local health agency each diagnosed and suspected case of a communicable disease as set out in regulation JLCB-R.

The Superintendent shall develop procedures to respond to situations involving communicable diseases as they relate to staff members. The District will If an outbreak of a communicable disease occurs in a school setting, the Superintendent or the school nurse shall promptly inform staff members who are known to have special vulnerability to infection. The District does not assume responsibility for notifying any duty to notify an employee of potential health complications due to risks caused by the presence of a communicable diseases disease in the school setting, unless the at-risk employee has

notified the District of the conditions that make such when notification necessary is needed.

Orientation

Each new employee will go through an orientation period which will be conducted by the human resources division and the employee's immediate supervisor.

Educational materials concerning district policies, including information about human immunodeficiency virus (HIV) will be distributed. The term *HIV* includes human immunodeficiency virus, acquired immune deficiency syndrome (AIDS), and aids related complex (ARC). The materials will include up-to-date medical information about the transmission of HIV and related information about health and safety in the workplace.

Confidentiality

The District shall make reasonable efforts to maintain the confidentiality of staff members' medical conditions. All medical information relating to employees is confidential. The identity of a staff member who has a communicable disease and/or the nature of the communicable disease may be disclosed only to:

- Staff members who must have such information to carry out their duties under this policy; or
- Staff members or students (or their parents/guardians) who must have such information to protect themselves from direct threat to their health or safety. Inquiries or concerns by staff members or others regarding communicable diseases or a staff member who is known or believed to have a communicable disease shall be directed to the Superintendent or the school nurse.

Universal Precautions

The District shall follow the "Universal Precautions Standard" set forth in the attached Exhibit GBGCB-E to protect employees who are at risk of being exposed to blood and body fluids in the course of their work.

Food Service Workers

The District shall follow the guidance of the U.S. Department of Health and Human Services concerning infectious and communicable diseases transmitted through the handling of food, and special precautions required for food services workers.

HIV/AIDS

Current medical information indicates that HIV can be transmitted by sexual intercourse with an infected partner, by injection of infected blood products, and by transmission from an infected mother to her child *in utero* or during the birth process. None of the

identified cases of HIV infection in the United States are known to have been transmitted in a school setting or through any other casual person-to-person contact. There is no evidence that HIV is spread by sneezing, coughing, shaking hands, hugging, or sharing toilets, food, water, or utensils. According to best medical knowledge and judgments, the use of the "universal precautions" and other procedures that implement this policy are sufficient to protect staff members and students from transmission of HIV at school.

Adopted: date of ~~manual~~Manual adoption

LEGAL REF.: A.R.S. 36-~~624~~621

36-624

A.A.C. R9-6-203 *et seq.*

R9-6-355

29 U.S.C. 794 *et seq.* Rehabilitation Act, (Section 504)

42 U.S.C. 12101 *et seq.* (Americans with Disabilities Act)

29 C.F.R. 1630.1 *et seq.* (ADA guidelines)

29 C.F.R. 1910.10 *et seq.* (OSHA Universal Precautions Standard)

REGULATION REGULATION REGULATION

G-1461 GBGCB

STAFF HEALTH AND SAFETY

(communicable diseases - classified employees)

HIV

For the purposes of this policy, the term *HIV* includes the presence of antibodies, Acquired immune deficiency syndrome (AIDS), and aids related complex (ARC), and "infected" with HIV means testing positive for the presence of HIV (including AIDS and ARC).

The retention and assignment of classified personnel infected with or who have tested positive for the presence of HIV shall be considered on a case-by-case basis. In determining whether any such employee should remain in the current assignment, special consideration will be given to the amount and type of contact the employee has with the students and/or other employees, the type of duties required to be performed, and the physical condition of the employee.

The Superintendent's decision as to an HIV-infected classified employee's retention and assignment shall be based upon information received from initial and continuing physical examinations of the employee by the employee's personal physician and by the District's physician(s) as well as upon recommendations by the District consultant physician(s). The cost of the examination(s) and recommendation(s) by the District's physicians shall be paid by the District.

Publicity regarding the classified employee's condition will be minimized to ensure the psychological well-being and privacy of the employee.

Appeal

The employee is entitled to appeal the Superintendent's decision by submitting a written statement to the Governing Board within five workdays of the decision, setting forth the reason(s) for the appeal. As soon as practicable after receipt of the appeal request, the Governing Board will meet in executive session, unless otherwise directed by the

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CROSS REF.: GBGC - Employee Assistance
GBGCA - Wellness Programs
JLCB-R - Immunizations of Students