

All Personnel

Infectious Diseases

The Board of Education recognizes its responsibility to protect the health of employees and students from the risks posed by infectious diseases. The Board authorizes all staff to routinely observe universal precautions and general health practices for preventing exposure to bloodborne pathogens and reducing the spread of all infectious diseases. When an infectious disease or related illness represents a handicap, no employee who is otherwise qualified to work may be discriminated against because of his/her handicap. Legal protections established for handicapped persons extend to individuals significantly impaired by infectious diseases. (cf. 4119.42 - Exposure Control Plan for Bloodborne Pathogens) (cf. 4119.43 - Universal Precautions)

For purposes of this policy, infectious diseases shall include all those listed by the State Department of Health Services and the County Health Department and shall include HIV infection.

The presence or admittance at work of an employee with an infectious disease shall be determined by the Superintendent or designee in accordance with standard procedures. The District shall exclude employees and students only in accordance with law.

**Confidentiality**

Confidentiality rights shall be observed in accordance with law. No one shall disclose the identity of, or information about, an employee who has HIV/AIDS without written consent from that employee. (Civil Code 56.11)

**Employees with Bloodborne Pathogens Infections**

The Board recognizes that the human immunodeficiency virus (HIV) and hepatitis B virus (HBV) are bloodborne pathogens and not casually transmitted. The sole presence of bloodborne pathogens is not sufficient reason to exclude an employee from the work site.

Employees are encouraged to inform the Superintendent or designee if they have HIV/AIDS. The Board authorizes the ongoing development of a positive support system for all employees and students affected by HIV, and a means of informing them about contagious disease outbreaks against which immunosuppressed persons may take preventive medication or time off during periods of communicability.

The Board also authorizes education of the school/community about the nature of bloodborne pathogens in order to assist in alleviating fears about HIV transmission.

(Legal Reference next page)

Legal Reference:

CALIFORNIA CONSTITUTION

Article 1, section 1 - Right to Privacy

CIVIL CODE

56-56.37 Confidentiality of Medical Information Act

1798-1798.76 Information Practices Act

EDUCATION CODE

49406 Examination for tuberculosis (employees)

HEALTH AND SAFETY CODE

120975-121120 Mandated blood testing and confidentiality to protect public health

199.30-199.40 Acquired Immune Deficiency Syndrome Research Confidentiality Act

3118 Re exclusion for communicable disease

Adopted: (11-93) 6-06

ORANGE UNIFIED SCHOOL DISTRICT  
Orange, California