

Life Threatening Illnesses

Section 1. General. The East Allen County Schools' commitment to provide a workplace free of handicap discrimination against those with life threatening illnesses includes AIDS-related discrimination. Students or employees who have tested positive for Human Immunodeficiency Virus (HIV) or Acquired Immune Deficiency Syndrome (AIDS) will be treated as any other student or employee with an illness or medical condition.

The East Allen County Schools will comply with all statutory requirements regarding the maintenance of confidentiality of student or employee health conditions, obtaining the consent to perform HIV testing, educating employees about dangerous communicable diseases, providing training in dangerous communicable diseases, providing training in "universal precautions," and providing protective equipment designed to prevent the transmission of dangerous communicable diseases through blood or other body fluids.

Failure to use the "universal precautions" may subject an employee to disciplinary measures.

Section 2. Mandatory Training Procedures. Indiana Public Law 123-1988 requires implementation of an educational program concerning AIDS for all employees. In order to comply with this requirement, all present and new employees will complete the following educational program:

1. Viewing of a VCR tape or film providing a general overview of AIDS and the utilization of "universal precautions."
2. Conducting a discussion of the material presented.
3. Reviewing the EACS AIDS Policy and procedures for management of spills of blood or body fluids.

Employees completing the educational program will sign an attendance roster indicating their presence and understanding of the EACS required procedures.

Section 3. Students With Life Threatening Illnesses. Any staff member who receives a report that a student has AIDS or is infected with HIV will immediately inform the principal or unit head. The principal or unit head will give the student's name to the Executive Director of Student Services who will communicate this information to the County Health Commissioner who has the statutory duty to determine if the student has a dangerous communicable disease and, if so, to determine whether or not the student should be excluded from school.

If the County Health Commissioner determines that the student should remain in school, the Commissioner will inform the unit manager or principal of that decision. The Executive Director of Student Services will meet with the unit manager or principal, the school nurse, and the student's teacher(s) to inform them of any precautions recommended by the County Health Commissioner. The unit manager or principal will impress upon staff members the need for confidentiality regarding the student's condition.

If the County Health Commissioner determines that the student should not continue school attendance, the Superintendent shall direct that homebound instruction be provided for the student.

Section 4. Personnel With Life Threatening Illnesses. The East Allen County Schools recognizes that its employees with life threatening illnesses, including but not limited to cancer, heart disease, AIDS, etc., may desire to continue to live their lives as normally as the illness will allow. It will be the East Allen County Schools' policy to fully cooperate with an employee's desire to continue the performance of his/her normal job requirements as long as:

1. The employee is able to perform the duties required by the position the employee holds.
2. Medical evidence indicates that, by performing the duties required by the position, neither the employee nor others (fellow employees, students, or patrons) have a reasonable risk of being harmed.

The East Allen County Schools, as a public institution, has a responsibility to its employees with life threatening illnesses but also has an equal responsibility to its other employees, students, and patrons of the community it serves.

A unit manager or principal, when dealing with an employee who has a life threatening illness, should:

1. Remember that an employee's health condition is confidential.
2. Report any employee with a known life threatening illness directly (person to person) to the Executive Director of Employee Relations and provide information relative to:
 - A. General needs and desires of the employee concerning continued employment.
 - B. The effects of the life threatening illness upon the employee, fellow employees, students and patrons.

- C. The need for medical evidence to guide employment decisions concerning the employee.
- 3. Be sensitive to the fears of fellow employees, students, and patrons by attempting to educate them. Contact the Executive Director of Student Services for assistance.
- 4. Instruct employees that, unless there is medical evidence to the contrary, an employee with a life threatening illness will be allowed to continue employment; further, that fellow employees are expected to continue to work with the employee with the life threatening illness in the same manner they work with any other employee.
- 5. Counsel an employee with a life threatening illness to investigate all community agencies which may be able to provide support services.
- 6. If media attention becomes a factor, direct all inquiries to the Superintendent.

Section 5. Handling Spills of Blood or Body Fluids. It is the intent of the East Allen County Schools to protect staff and students from possible infection from disease causing organisms by disrupting their mode of transmission. The following precautions contain the necessary elements for handling spills of blood or other body fluids.

In the event of a spill of blood, body fluids or tissues, the employee will:

- 1. Wear impermeable gloves.
- 2. Apply absorbent over the entire spill site.
- 3. After absorption is complete, sweep or scrape the absorbed material into a dust pan. Place the material in a plastic bag, seal the bag, and discard it into the dumpster. If direct hand contact with the spill site is no longer required, the gloves may be removed and discarded with the absorbed materials.
- 4. If the spill occurred on a nonabsorbent surface (walls, tile, etc.), after the absorption is complete, clean the spill site using a disinfectant solution by following the label directions.
- 5. If the spill occurred on an absorbent surface (carpet, upholstery, etc.), after the absorption is complete, apply a disinfectant spray over the entire spill area. If the spill was absorbed into the surface, the surface should be cleaned with shampoo and disinfectant. If needed, contact the Director of Facilities.

6. Cleaning equipment should be cleaned with a disinfectant or spray.
7. Wash hands when completed.

Section 6. AIDS Advisory Council. In compliance with Public Law 123-1988, an AIDS Advisory Council shall be formed. The function of the Council is to comment on the inclusion of accurate AIDS information into the school curriculum.

Administration will appoint all members of the Council, which shall include:

1. One (1) representative of the state or local board of health who is trained in the area of communicable diseases, including AIDS.
2. Two (2) students.
3. Two (2) teachers.
4. Two (2) parents or guardians of children attending the public schools governed by the school corporation.
5. Two (2) school administrators.
6. Two (2) health care professionals, one of whom must be a physician licensed under IC 25-22.5.
7. Two (2) citizens who reside in the community served by the school corporation.

No member of the AIDS Advisory Committee may serve a dual role. Each member will serve a two-year term with selected members being asked to continue service to allow for continuity within the Council.

The Council will review AIDS curricula and audiovisuals currently being used by the EACS and determine the appropriateness of these materials for each grade level. The Council will ensure that materials are based on sound medical principles and reflect the attitudes and standards of the community. In addition, consideration will be given to AIDS information which may be integrated into other subject areas such as sexually transmitted diseases and drug education.