

Personnel - Certified/Non-Certified

Employees with HIV, ARC, and AIDS

The purpose of this policy is to protect the continued employment of employees and the safety of the children in the Orange School System. Any staff member diagnosed as having HIV, ARC or AIDS is not prohibited from reporting for duty. However, if the employee evidences symptoms, which are considered, according to most current scientific information, to pose a risk of transmission to others, recommendations may be made for a more appropriate comparable work assignment.

Acquired Immunodeficiency Syndrome (AIDS) is caused by a virus called HIV. A prodromal form of AIDS is called AIDS Related Complex (ARC). AIDS is transmitted only through blood-to-blood or intimate sexual contact, or from mother to fetus. Medical information available indicates that it is extremely unlikely that AIDS may be transmitted from one individual to another by the type of casual contact that occurs in the school setting.

The Board recognizes the need to protect individual rights and the health of persons infected with AIDS and the rights and health of those not infected. As an employer, the Board recognizes its obligation to provide not only a safe environment for all employees, but also an environment where employees and students do not have fears for their health and safety.

In situations where there is a question about the existence of risk, the Superintendent or the employee may request review by an Advisory Panel. Employees diagnosed with AIDS will be treated as any worker with a life-threatening communicable illness.

Advisory Panel

The Advisory Panel will include the involved employee's physician, the public school's medical advisor, the Superintendent or his/her designee, and a physician specializing in infectious diseases. The advisory panel, after meeting with the involved employee, will make its recommendation to the Board of Education. The Board of Education will consider the advisory panel's recommendation when taking action regarding continued active employment.

At times designated by the Board, the involved employee's condition will be evaluated periodically by the three physicians on the advisory panel, and they will keep the Board apprised of said condition.

Legal reference:: OSHA 29 CFR 1910.1030, March 1992

Connecticut State Agencies Regulations Section 31-372-101-1910.1030.

Connecticut General Statutes 31-372 Adoption of federal and state standards.

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