

# Dickson County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Blood Borne Pathogens, HIV – AIDS &amp; Hepatitis B (HBV)</b>	Descriptor Code: <b>5.401</b>	Revised Date: August 2014
		Rescinds:	Issued:

1 All schools shall provide a sanitary environment and shall establish routines for handling body fluids  
2 that are recommended by appropriate health professionals. To prevent and manage exposure in the  
3 workplace, all school system employees will receive training and education annually regarding HIV-  
4 AIDS and OSHA's bloodborne Pathogens Standards.

5 All school district personnel shall be advised of routine procedures to follow in handling body fluids.  
6 These procedures shall provide simple and effective precautions against transmission of diseases to  
7 persons potentially exposed to the blood or body fluids of another. These procedures shall be standard  
8 health and safety practices. No distinction shall be made between body fluids from individuals with a  
9 known disease and individuals without symptoms or with an undiagnosed disease.

10 The administration shall develop, in consultation with medical personnel, a regulation to be distributed  
11 to all staff. Training and appropriate supplies shall be available to all personnel including those  
12 involved in transportation and custodial services.

13 In addition to insuring that these health and safety practices are carried out on a district-wide basis,  
14 special emphasis shall be placed in those areas of school district operation that potentially present a  
15 greater need for these precautions.

## 16 **CONFIDENTIALITY AND NON-DISCRIMINATION**

17 In all instances, district personnel shall respect the individual's right to privacy and treat any medical  
18 diagnosis as confidential information. The director of schools shall initiate procedures to ensure that  
19 all medical information will be held in strict confidence. Any school staff member who violates  
20 confidentiality shall be subject to appropriate disciplinary measures.

21 Under no circumstances shall information identifying an employee with HBV be released to the public.  
22 No school system employee diagnosed with HIV infection or AIDS shall be prevented from continuing  
23 employment based solely on this diagnosis. No employee shall be required to have any blood test or  
24 medical consultation to determine HIV status. This does not preclude school officials from requiring  
25 an employee to undergo an examination when another communicable illness is suspected.

26  
27 As may be required by federal or state law, the school system must make reasonable accommodation  
28 to enable the employee to perform employment duties. In accordance with current law and  
29 regulations the school system will take all reasonable action to prevent any disposed employee from  
30 being subjected to adverse or discriminatory treatment.

31  
32 No disciplinary action or other adverse personnel action may be taken against an employee solely on  
33 the basis of HIV infection or AIDS. Action may be taken only if the employee is disabled and the

1 disability interferes with the employee's ability to perform activities involved in employment. Review  
2 of employment conditions will include the Director of Schools, the employee's physician, and  
3 a physician or nurse from the Department of Health as designated by the Regional Health Officer.

#### 4 **SAFETY**

5 Employees who are at high risk of occupational exposure shall be identified and provided with  
6 personal protective equipment, including HBV vaccinations. Employees considered to be at high risk  
7 shall include custodians, school nurses, special education teachers and instructional assistants,  
8 playground supervisors, coaches and physical education teachers.

9 When any employee is known to have been exposed to HBV on the job site, the employee will be  
10 notified immediately by a supervisor, and the Board shall provide vaccinations.

11 The principal will ensure that an accident report is filed for all accidents. The report will include the  
12 employee's name, date of the accident, an explanation of the accident and the care used in treating the  
13 individual. These reports will be kept on file in the principal's office for a minimum of one (1) year.

#### 14 **EDUCATION AND UNIVERSAL PRECAUTIONS**

15 HBV education, including universal precautions on handling blood and other body fluids, will be  
16 provided to all school personnel and volunteers and may include members of the Board.  
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#### Legal References

1. 29 CFR Part 1910.1030
2. TCA 68-10-113