

Any employee of the Johnson City Central School District with a life threatening and/or catastrophic illness such as AIDS, cancer, multiple sclerosis, etc. shall be treated in conjunction with the principles outlined below.

1. The District shall not place restrictions on an employee who has a life-threatening and/or catastrophic illness if their health status enables them to continue employment and if the best available medical evidence indicates that their continued employment does not present a health or safety threat to themselves, to students, or to other employees.
2. The District shall treat all employees who are affected by any life-threatening illness with compassion and understanding in their personal crisis. Reasonable efforts shall be made to accommodate seriously ill employees by providing flexible areas, hours, and assignments whenever possible or appropriate. The school district, however, must give student concerns the highest priority.
3. The Board of Education, the administration and all instructional and non-instructional employees shall treat all medical information obtained from employees with strict confidentiality. In case of an employee with a life-threatening illness, confidentiality of employee medical records in accordance with existing legal, medical, ethical and management practices shall be maintained.
4. The School District endorses the opinion of the medical community that an employee carrying HIV is not a threat to co-workers or students, since AIDS (according to prevailing medical opinion) is not spread by common, everyday contact. For this reason, the HIV antibody and/or HIV status of an employee is not relevant information in regard to the health and safety of his/her co-workers or students. Therefore, the HIV antibody test and/or any test that determines if one is infected with HIV shall not be used as a prerequisite for employment or a condition for continued employment. Knowledge or presumed knowledge of HIV antibody and/or HIV status shall not be used to discriminate against an employee for any reason.
5. The District shall ask all employees to be sensitive to the needs of critically ill colleagues, and to recognize that continual employment for an employee with a life-threatening illness is often life sustaining and can be both physically and mentally beneficial.
6. Nothing in this policy shall be construed to limit the authority of the Board of Education under Chapter 913 of the Education Law. This chapter empowers the Board of Education to require any person in its employ to submit to a medical examination by a physician of his/her choice or the school medical inspector, in order to determine the physical or mental capacity of such person to perform his/her duties. Chapter 913 was written to safeguard the health of children attending school.

7. The Superintendent also shall establish and implement, and all school personnel shall comply with, guidelines and routine sanitary hygiene procedures for dealing with all spills of blood and other body fluids in or on school premises and grounds. The Superintendent should consult public health officials, as appropriate, for the most current methods and information pertaining to such procedures.

In addition, the Superintendent shall develop and immediately implement in-service education and training for all school personnel concerning AIDS and HIV infection and routine sanitary hygiene procedures to be followed in the case of all spills of blood and other body fluids.