

## BLOOD BORNE INFECTIOUS CONDITIONS

The attendance at school of employees who suffer from blood borne diseases which are infectious or contagious, such as HIV / AIDS and Hepatitis B, and which may be transmitted by the exchange of body secretions, shall be determined by the superintendent on a case-by-case basis. The superintendent shall obtain the advice of the local department of health to assist him/her in making his/her determination. The employee may be excluded from school and school-related functions on administrative leave pending the superintendent's decision. The superintendent shall issue regulations setting forth the procedures to be followed to effectuate this policy.

The identity of an employee who has tested positive for a blood borne disease shall be confidential in accordance with state law.

~~Training in the use of universal precautions for handling blood shall be conducted periodically in accordance with state and federal law. Universal precautions for handling blood shall be implemented within the school setting and on buses in accordance with state and federal law and guidelines.~~

The School Board shall adopt guidelines for school attendance for employees with blood borne diseases. Such guidelines shall be consistent with the model guidelines for such school attendance developed by the Board of Education.

Employee training in the etiology, prevention, transmission modes, and effects of blood-borne pathogens and in the use of universal precautions for handling blood and other potentially infectious materials shall be conducted periodically in accordance with the regulations of the Safety and Health Codes Board of the Virginia Occupational Safety and Health Program within the Virginia Department of Labor and Industry, regulations of the United States Occupational Safety and Health Administration, and all other applicable state and federal laws and regulations. Universal precautions for handling blood and other potentially infectious materials shall be implemented within the school setting and on buses in accordance with aforementioned laws and regulations.

Adopted: July 1, 1993  
 Amended: July 28, 1997, May 27, 2004; August 14, 2014; November 6, 2014  
 Reviewed: December 8, 1997

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Legal Ref.:

Code of Virginia, 1950, as amended, §§ 22.1-271.3, 32.1-36.1, 32, 32.1-45.2  
 Model Guidelines for School Attendance for Children with Human Immunodeficiency Virus  
 (Attachment to Virginia Department of Education Superintendent's Memo #32 (Feb. 13, 2004)).

Cross Ref.: EBAB, Possible Exposure to Viral Infections  
 JHCC, Communicable Diseases  
 GBE, Staff Health

## GUIDELINES FOR SCHOOL ATTENDANCE FOR EMPLOYEES WITH BLOOD BORNE DISEASES

The Albemarle County School Board recognizes its dual obligations to protect the rights of individual employees infected with blood borne diseases which are infectious or contagious, such as HIV / AIDS and Hepatitis B, and to provide a safe environment for students, staff, and the public. Because blood borne diseases are not transmitted through casual contact, any employee who has a blood borne disease will continue in a regular employment assignment unless the employee's health significantly interferes with his or her ability to perform job responsibilities.

Mandatory screening for blood borne pathogens is not warranted as a condition of employment. Upon learning that an employee has a blood borne disease, the division superintendent may consult with the employee, the employee's family physician, or an official from the local department of health to determine whether the employee is well enough to perform job responsibilities.

Any school board employee or volunteer who has any information regarding an employee's or volunteer's blood borne disease status will treat that information as confidential. Division personnel will share information regarding an employee's medical status only with the written consent of the employee.

Despite the extremely remote risk that exposure of skin to blood could result in infection, the following universal precautions for handling blood will be implemented within schools and on school buses:

- persons involved in cleaning surfaces exposed to blood and persons rendering first aid to bleeding persons shall wear disposable gloves to avoid exposure of open skin lesions and mucous membranes to blood;
- surfaces contaminated with blood shall be promptly cleaned with household bleach (1 part bleach to 9 parts water) using disposable towels and tissues;
- hands must be washed after gloves are removed;
- if one person's skin is exposed to the blood of another person, the exposed areas shall be washed with soap and water.

To ensure implementation of the proper procedures for all body fluids, training will be provided to all school personnel. Training will include information regarding the following: etiology, transmission, prevention, and risk reduction of blood borne diseases; standard procedures for handling blood and body fluids; community resources available for information and referral; and local division policies.

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