

CHAPTER 6.00 – HUMAN RESOURCES

COMMUNICABLE DISEASES, BLOODBORNE PATHOGENS AND ENVIRONMENTAL HAZARDS

6.81

- I. Each employee reported to have been diagnosed in one of the stages of Acquired Immunodeficiency Syndrome (AIDS), or antibody to AIDS or dangerous communicable diseases, shall be carefully and thoroughly evaluated on an individual, case-by-case basis.
- II. The evaluation shall be conducted by a placement team comprised of the employee, or a representative of the employee, the employee's physician, a representative of the administration and the school system's physician. The team will formulate a recommendation regarding the most appropriate placement of the employee which would include the worksite, an alternative worksite, medical leave or disability, or retirement. Factors to be considered are:
 - A. Clinical condition of the employee;
 - B. Risk of others in the worksite to the employee; and,
 - C. Risk of the employee to others in the worksite.
- III. Upon completion of its evaluation, the placement team shall immediately submit its recommendation to the system's physician who shall in turn appropriately advise the Board who shall be responsible for the final decision.
- IV. Recommendations regarding the type of work setting for the infected employee shall be based on the physical condition of the employee and the expected type of interaction in that particular setting.
- V. Employees infected with AIDS should work in settings that minimize exposure of others to blood and body fluids.
- VI. Once placement has been determined, a monitoring team comprised of the system's physician, appropriate supervisor and the employee or employee's representative shall evaluate the work setting and the employee. All changes are to be reported to the system's physician. For example:
 - A. Outbreaks of communicable diseases which put the individual at risk, or
 - B. A deleterious change in the employee's social behavior or physical condition.

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- VII. The system’s physician will maintain regular contact with the employee’s physician. A change in the employee’s health status may dictate changes on the job.
- VIII. The placement team shall conduct a review of each case it has considered so long as it is an open case, prior to the beginning of each school semester, and at such other times as deemed necessary.
- IX. An employee denying evaluation will be excluded from the worksite.
- X. This policy is not intended to be a dismissal procedure.

STATUTORY AUTHORITY:

**CODE OF ALABAMA
16-1-30**

LAW(S) IMPLEMENTED:

**CODE OF ALABAMA
16-8-8, 16-11-2, 16-11-9, 16-22-3**

ALABAMA ADMINISTRATIVE PROCEDURE ACT: _____

HISTORY:

**ADOPTED: Dec 16, 2008
REVISION DATE(S): _____
FORMERLY: _____**