

Kingsport City Schools

Monitoring: Review: Annually, in March	Descriptor Term: Acquired Immune Deficiency Syndrome (AIDS)	Descriptor Code: 5.401	Issued Date: 01/03/17
		Rescinds: 5.401	Issued: 02/03/11

- 1 All employees shall receive in-service training and education annually regarding HIV/AIDS and OSHA
2 Bloodborne Pathogens Standard. The Board shall follow the most current Centers for Disease Control
3 and Prevention (CDC) Universal Precautions for Prevention of Transmission of Human
4 Immunodeficiency Virus, Hepatitis B Virus, and Other Blood-Borne Pathogens in Health Care Settings.¹
- 5 An employee shall not be required to undergo an HIV antibody test or other HIV-related tests. This
6 prohibition does not preclude school officials from requiring an employee to undergo an examination
7 when another communicable illness is suspected.
- 8 Kingsport City Schools shall take all reasonable precautions to prevent any diagnosed employee from
9 being subjected to adverse or discriminatory treatment. No disciplinary action or other adverse personnel
10 action may be taken against an employee solely on the basis of HIV infection or AIDS. Employment
11 status would only be affected if an employee is unable to perform the essential functions of the job with
12 or without reasonable accommodations.
- 13 Information obtained shall be strictly confidential and addressed in accordance with state and federal
14 law.

Legal References

1. State Board Policy 5.300

Cross References

- Safety 3.201
Health Examinations/Communicable Disease 5.400