

PERSONNEL- CERTIFIED & NON-CERTIFIEDStaff with Life Threatening Medical Disorders and/or Communicable DiseasesGENERAL

The Board of Education recognizes that employees with life threatening medical disorders and/or communicable diseases may continue working as their conditions allow. Such disorders and/or diseases include, but are not limited to, cancer, heart disease, and Acquired Immune Deficiency Syndrome (AIDS). As long as such employees are able to meet acceptable performance standards and medical evidence indicates that working is not a threat to themselves or others, the Board of Education shall remain sensitive to these employees and ensure that they are treated in a manner consistent with other employees and students. Every precaution should be taken to ensure that an employee's condition does not present a likelihood of transmission to other employees or students.

PROCEDURAL GUIDELINES

The Board shall establish procedural guidelines for dealing with life threatening and/or communicable diseases which will:

- Ensure that afflicted staff members be accorded full and fair employment opportunities in accordance with current law and human rights regulations.
- Provide information to all staff members and other necessary persons concerning the actual or potential dangers of communicable and/or life threatening diseases.
- Ensure that all decisions and actions regarding affected personnel are based on current medical knowledge and legal requirements.
- Restrict and/or reassign afflicted staff as necessary and appropriate when medical evidence is established that there is a likelihood of transmission. Where likelihood of transmission cannot be controlled through reassignment, employees may be placed on medical leave as is provided in collective bargaining agreements.
- Ensure the right of confidentiality of an afflicted employees as provided by law.

4112.4(b)

4212.4

Personnel

Staff with Life Threatening Medical Disorders and/or
Communicable Diseases (Continued)

ASSISTANCE TO EMPLOYEES

For employees with communicable diseases and/or life threatening medical disorders, the following range of resources are available through personnel and the Employees Assistance Program (EAP):

- Education and information for all employees regarding communicable and/or life threatening diseases.
- Referral to agencies and organizations which offer supportive services.
- Consultation regarding medical benefits to assist employees in effectively managing medical leave as well as other related benefits.

Legal References: Section 504 of the Rehabilitation Act of 1973
 Section 31-367 Occupational Safety and Health
 Act - CT General Statutes
 Section 11-128F Employee Consent Required for
 Disclosure - CT General Statutes

Policy
Adopted: 5/18/88

BROOKFIELD PUBLIC SCHOOLS
Brookfield, Connecticut

