

**POLICY 4232.1**  
**EMPLOYEE HUMAN IMMUNODEFICIENCY**  
**VIRUS (HIV) INFECTION**

Employees identified with positive human immunodeficiency virus (HIV) will continue to be employed by the District and eligible for all rights, privileges and services provided by law and District policies.

An employee with HIV infection will be allowed to work in his/her regular work setting. If necessary, reasonable accommodations will be made for the employee unless such accommodations would impose an undue hardship to the District.

While recognizing that vomit, urine and saliva are not generally considered sources of bloodborne pathogens, all body fluids of employees will be considered potentially infectious. Proper precautions will be taken by all District employees when coming in contact with such body fluids in accordance with the District's exposure control plan.

An employee infected with HIV is not required to disclose this information to the District. Should an employee decide to disclose his/her positive HIV status, the employee should contact the school nurse who will then discuss with the employee his/her rights and privileges.

Information concerning an employee's HIV status shall remain confidential as required by law.

**LEGAL REF.:** Wisconsin Statutes  
Sections 103.15 (Restrictions on use of test for HIV or antibodies to HIV)  
111.31 (Fair employment standards; nondiscrimination)  
252.12 (Restrictions on use of HIV test)  
ILHR 32, Wisconsin Administrative Code (Bloodborne pathogens plan requirements)  
29CFR, Part 1910 - Subpart Z (Bloodborne pathogens plan requirements)  
Americans with Disabilities Act of 1990 (Disability discrimination)

**CROSS REF.:** 4110 Equal Opportunity and Affirmative Action  
4231 Staff Physical Examinations  
4260 Personnel Records  
District Exposure Control Plan  
Current Employee Agreements

**ADMINISTRATIVE REGULATIONS:** None

**AFFIRMED:** April 22, 1991

**REVISED:** June 27, 2000