

# **NORTH BRANFORD BOARD OF EDUCATION**

**SERIES 2000: PERSONNEL**

**P2050**

## **EMPLOYEES WITH SERIOUS ILLNESSES**

The North Branford Board of Education seeks to provide a safe work environment for all employees and students. Precautions should be taken to ensure that an employee's condition does not present a health and/or safety threat to others in the work place.

1. The Board recognizes that employees with serious illnesses may wish to continue in their work to engage in as many of their normal pursuits as their condition allows. The allowance for any employee with AIDS to continue employment is based on the knowledge that AIDS is transmitted through intimate sexual contact or through introduction of contaminated blood or blood products and, therefore, is not transmitted through casual contact in the work place.
2. The continuance of employment is approved as long as such employees are able to meet acceptable performance standards and medical certification indicates that their conditions are not a threat to themselves or others.
3. An employee's health condition is personal and confidential. Precautions shall be taken to protect this information. Only those with a bona fide "need to know" as determined by the district's medical advisor or in the case of a communicable disease by the Director of Public Health in concert with the district medical advisor shall be informed.
4. When a school employee brings to the attention of the Superintendent of Schools, other school administrative personnel, or school health personnel that he/she has AIDS, ARC, cancer or another serious medical condition, the Superintendent of Schools shall ask the employee to have his or her physician contact the district's medical advisor. The district's medical advisor shall then communicate with the employee's physicians to discuss the medical condition and needs of the employee and to determine the best course of action to be taken for the employee and the school system.

The district's medical advisor shall, based on such meeting, make a recommendation to the Superintendent of Schools. Such recommendation shall be re-evaluated periodically through additional meetings of the physicians as the need arises or a change in condition warrants.

Legal References: C.G.S. §10-209 (Records not to be public)  
C.G.S. §19-581 (AIDS testing and medical information)  
C.G.S. §46a-60 (Discriminatory employment practices prohibited)  
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706 (7)(b)  
Americans With Disabilities Act of 1989  
Chalk v. The United States District Court of Central California, 840 F.2d 701 (9th Cir. 1988)

**Policy Adopted: 12/18/03**