

**EMPLOYEES
GUIDELINES AND PROCEDURES CONCERNING AIDS
(Acquired Immune Deficiency Syndrome)**

Information:

The Londonderry School District recognizes its obligation as an employer to provide an objectively safe environment where employees and students do not have fears for their health and safety.

The Londonderry School District recognizes that employees with life-threatening illness, including, but not limited to cancer, heart disease and AIDS may wish to continue work. As long as employees are able to meet acceptable performance standards and medical evidence indicates that their continued employment is not a threat to themselves or others, employees shall be assured continued employment.

Federal and state laws also mandate, pursuant to recent legislation and DA (American Disabilities Act) that those individuals not be discriminated against on the basis of their handicaps, and that if it becomes necessary, some reasonable accommodations be made to enable qualified individuals to continue to work.

There is no evidence of casual transmission (for example), by sitting near, working in the same office, sharing the same water fountain, telephone, toilet facilities, eating facilities or office eating facilities or office equipment with a person infected with HIV.

Problems may arise in the workplace when employees lack knowledge about life-threatening illnesses, and there is a misunderstanding of risk of transmission.

The Londonderry School District will make a concerted effort to educate employees regarding the HIV virus and its transmission.

Confidentiality:

Employers should always remember that an employee's health condition is personal and confidential. Personal and medical information regarding specific individual is exempt from disclosure. Disclosure would constitute an unwarranted invasion of privacy. All special efforts should be made to protect information and prevent disclosure.

An employee who contracts AIDS may choose to confidentially share that information with the Superintendent of Schools. This information will be held in the highest regard and discussed (with discretion and written permission) only with staff members with a clear need to know and whose responsibility is the health and welfare of all concerned.

The employee may voluntarily seek assistance from the New Hampshire Division of Public Health, Center for Disease Control.

LONDONDERRY SCHOOL BOARD

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