

# Chrysalis HIV/AIDS School Policy

## Preamble

Chrysalis Preschool shall strive to protect the safety and health of children and youth in our care, as well as their families, our employees, and the general public. Staff members shall cooperate with public health authorities to promote these goals.

The evidence is overwhelming that the risk of transmitting human immunodeficiency virus (HIV) is extremely low in school settings when current guidelines are followed. The presence of people living with HIV infection or diagnosed with acquired immunodeficiency syndrome (AIDS) poses no significant risk to others in school and aftercare settings.

## School Attendance

A child with HIV infection has the same right to attend school and receive services as any other child and will be subject to the same rules and policies. HIV infection shall not factor into decisions concerning class participation in any school-sponsored activity.

School staff members will always strive to maintain a respectful school climate and not allow physical or verbal harassment of any individual or group by another individual or group. This includes taunts directed against a person living with HIV infection, a person perceived as having HIV infection, or a person associated with someone with HIV infection.

## Employment

Chrysalis Preschool does not discriminate based on HIV infection or association with another person with HIV infection. An employee with HIV infection is welcome to continue working as long as he or she can perform the essential functions of the position, with reasonable accommodation if necessary.

## Privacy

Children or staff members are not required to disclose HIV infection status to anyone in the education system. HIV antibody testing is not required for any purpose.

Every employee has a duty to treat as highly confidential any knowledge or speculation concerning the HIV status of a student or other staff member. Violation of medical privacy may be cause for disciplinary action, criminal prosecution, and/or personal liability for a civil suit.

No information regarding a person's HIV status will be divulged to any individual or organization without a court order or the informed, written, signed, and dated consent of the person with HIV infection (or the

parent or guardian of a legal minor). The written consent must specify the name of the recipient of the information and the purpose for disclosure.

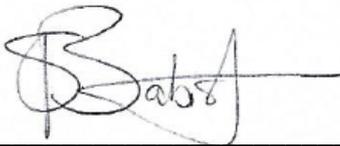
All health records, notes, and other documents that reference a person's HIV status will be kept under lock and key. Access to these confidential records is limited to those named in written permission from the person (or parent or guardian), and to the emergency medical personnel. Information regarding HIV status will not be added to a child's permanent school record without written consent.

## Infection Control

All employees are always required to consistently follow infection control guidelines in all settings. Chrysalis will operate according to the standards promulgated by the Department of Social Development of the Republic of South Africa's Guidelines for Early Childhood Development (May 2006). Equipment and supplies needed to ensure infection control will be maintained and kept accessible.

If a child's health condition or behavior presents a reasonable risk of transmitting an infection, the medical emergency procedures as stipulated in the CPS Medical Conditions and Procedures Policy must be followed.

If a situation occurs at school in which a person might have been exposed to an infectious agent, such as an instance of blood-to-blood contact, school authorities shall counsel that person (or, if a minor, alert a parent or guardian) to seek appropriate medical evaluation.



**Head: Chrysalis Preschool**

18 February 2020

**Date**

### IMPORTANT NOTE:

The above model policy was adapted, with permission, from the sample policy provided in the book, "Someone at School has AIDS: A Complete Guide to Education Policies Concerning HIV Infection, 2<sup>nd</sup> Edition."

