

COMMUNICABLE DISEASES POLICY

Hawthorn Leadership School for Girls recognizes its responsibility to protect the health of students and employees from the risks posed by communicable diseases. Hawthorn also has a responsibility to protect individual privacy, educate all students regardless of medical condition and treat students and employees in a nondiscriminatory manner.

Section 1. Immunization

Section 1.1 In accordance with law, students cannot attend school without providing satisfactory evidence of immunization, unless they are exempted from immunization.

Section 2. Standard Precautions

Section 2.1 Hawthorn requires all staff to routinely employ standard precautions to prevent exposure to disease-causing organisms. Hawthorn will provide the necessary equipment and supplies to implement standard precautions.

Section 3. Categories of Potential Risk

Section 3.1 Students or employees with communicable diseases that pose a risk of transmission in school or at school activities (such as, but not limited to, chicken pox, influenza and conjunctivitis) will be managed as required by law and in accordance with guidelines provided by the Department of Health and Senior Services (DHSS) and local county or city health departments. Such management may include, but is not limited to, exclusion from school or reassignment as needed for the health and safety of students and staff.

Section 3.2 Students or employees infected with chronic communicable diseases that do *not* pose a risk of transmission in school or at school activities (such as, but not limited to, hepatitis B virus or HIV) shall be allowed to attend school or continue to work without any restrictions based solely on the infection. Hawthorn will not require any medical evaluations or tests for such diseases.

Section 4. Exceptional Situations

Section 4.1 There are certain specific types of conditions, such as frequent bleeding episodes or uncoverable, oozing, skin lesions that could potentially be associated with transmission of both bloodborne and nonbloodborne pathogens. In the case of students, certain types of behaviors, such as biting or scratching, may also be associated with transmission of pathogens.

Section 4.2 Students who exhibit such behaviors or conditions may be educated in an alternative educational setting or, if appropriate, disciplined in accordance with the discipline code. In the case of a student with a disability, the Individualized Education Program (IEP) team or 504 team will make any change of placement decisions.

Section 4.3 Employees who exhibit such conditions will not be allowed to work until the condition is resolved or appropriately controlled in a way that minimizes exposure.

Section 5. Confidentiality

Section 5.1 The Executive Director or designee shall ensure that confidential student and employee information is protected in accordance with law. Medical information about an individual, including an individual with HIV, will only be shared with Hawthorn employees who have a reasonable need to know the identity of the individual in order to provide proper health care or educational services. Examples of people who may need to know a student's medical information are a school nurse, or other employee designated to administer medications, and the IEP or 504 team if applicable. An example of an individual who may need to know an employee's medical information is the employee's immediate supervisor, if accommodations are necessary.

Section 5.2 All medical records will be maintained in accordance with law and Board policy. Breach of confidentiality may result in disciplinary action, including termination.

Section 6. Reporting and Disease Outbreak Control

Section 6.1 Reporting and disease outbreak control measures will be implemented in accordance with state and local law, DHSS rules governing the control of communicable diseases and other diseases dangerous to public health, and any applicable rules distributed by the appropriate county or city health department.

Section 7. Notification

Section 7.1 Missouri state law provides that chief administrative officers of schools who supply a copy of this policy, adopted by the school's Board, to DHSS shall be entitled to confidential notice of the identity of any school student reported to DHSS as HIV-infected and known to be enrolled in the school. Missouri law also requires the parent or guardian to provide such notice to the chief administrative officer.