



AIDS Prevention & Confidentiality

I. Purpose

The purpose of this policy is to provide guidance for the management of students and employees at Proud To Partner Leadership Academy who are known to have Acquired Immune Deficiency Syndrome (AIDS), HIV infection, or who test positive for the presence of the Human Immunodeficiency Virus (HIV), in a manner that protects the rights and safety of all students and staff.

II. Policy Statement

Students and staff with AIDS or HIV infection shall not be excluded from school or school-related activities solely due to their health status. The district shall provide a safe and inclusive educational environment for all individuals while ensuring necessary precautions are taken to prevent the transmission of communicable diseases.

III. Confidentiality of AIDS Infected Student Multidisciplinary Team

All medical information relating to a student or staff member's HIV/AIDS status shall be treated as confidential. This information shall only be disclosed in accordance with federal and state laws, including:

- The **Family Educational Rights and Privacy Act (FERPA)**
- The **Health Insurance Portability and Accountability Act (HIPAA)**
- Oklahoma Statutes § 63-1-502.2 and related provisions

Disclosure of an individual's HIV/AIDS status shall require written consent from the individual (or legal guardian, if a minor), except as required by law.

IV. Admission and Attendance

Students with HIV/AIDS have the same right to attend school and receive educational services as any other student. Decisions regarding a student's placement shall be based on the student's educational needs and health status, not on the diagnosis of HIV/AIDS alone.



V. Employment

No employee shall be denied employment or continued employment solely on the basis of HIV infection. Reasonable accommodations shall be provided in accordance with the Americans with Disabilities Act (ADA) where applicable.

VI. Universal Precautions

The district shall follow **CDC-recommended Universal Precautions** for handling blood and body fluids in all school settings. All school personnel shall receive training on proper hygiene and safety practices to minimize the risk of exposure to communicable diseases.

VII. Education and Training

The district shall provide age-appropriate education about AIDS, HIV, and other communicable diseases as part of the health curriculum, consistent with Oklahoma Academic Standards and in compliance with Oklahoma Statute § 70-11-103.3. Parental consent shall be obtained before a student participates in any HIV/AIDS education program, and parents have the right to review the curriculum and opt their child out.

VIII. Responsibility and Review

This policy shall be reviewed annually by the Superintendent or their designee, and updated as necessary to comply with changes in federal or state law and public health guidelines.

IX. References

- Americans with Disabilities Act (ADA)
- Family Educational Rights and Privacy Act (FERPA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Oklahoma Statutes Title 63 (Public Health and Safety)
- Oklahoma Academic Standards for Health Education
- Centers for Disease Control and Prevention (CDC) Guidelines