

ROSEVILLE AREA SCHOOLS  
Independent School District No. 623

Policy 516 – Communicable Diseases

1.0 Purpose

The purpose of this policy is to promote and protect the health and safety of the district's students and employees by adopting measures for communicable disease prevention, education and response. This policy is intended to provide guidance for school district employees, reassurance to families and community, and support for persons with serious communicable diseases, including but not limited to HIV/AIDS.

2.0 General Statement of Policy

- 2.1 Utilizing guidelines from agencies responsible for establishing policies related to communicable disease, including the Minnesota Department of Health and the Centers for Disease Control, students and staff will be allowed to participate in the school setting and in school-related activities.
- 2.2 If the health status of a student deteriorates enough to interfere with their ability to attend school, the school district may request a physician's exam to establish the safety and appropriateness of attending school.
- 2.3 If the health status of an employee deteriorates enough to interfere with their ability to attend work, the school district, as governed by applicable law, may require a physician's exam in order to establish whether the employee is fit for duty.
- 2.4 Health data relating to students is private data and as such will not be released without permission of the student's parent or guardian if the student is under 18 years of age, or, if over 18 years of age, by the student, or as otherwise allowed by law.
- 2.5 Health data relating to employees is private data and as such will not be released except as allowed by law.

3.0 Definitions

- 3.1 *Communicable Disease*: disease due to an infectious agent that may be transmitted directly or indirectly from one individual to another; examples of communicable diseases include hepatitis, tuberculosis and human immunodeficiency virus.
- 3.2 *Universal Precautions*: infection control methods that treat all human blood and bodily fluids as if known to be infectious with a blood borne pathogen.
- 3.3 *Blood Borne Pathogens*: pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include,

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but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

- 3.4 *Acquired Immune Deficiency Syndrome (AIDS)*: disease caused by infection with human immunodeficiency virus; AIDS affects the immune system and causes persons to be vulnerable to infections.
- 3.5 *Human Immunodeficiency Virus (HIV)*: virus that causes acquired immune deficiency syndrome; persons with HIV may be asymptomatic for extended periods of time, often years.

### 4.0 Precautions

The school district shall:

- 4.1 Develop routine procedures for infection control that are consistent with the school district's procedures regarding blood borne pathogens and that utilize guidelines from the Minnesota Department of Education and the Minnesota Department of Health;
- 4.2 Apply universal precautions for all body fluids; and,
- 4.3 Develop and implement measures for educating employees about these procedures.

### 5.0 Prevention

- 5.1 The school district shall implement a program to prevent and reduce the risk of sexually transmitted and other infectious diseases that is in accordance with state law and consistent with the school district's health and wellness curriculum.

**Legal References:** Minn. Stat. 121A.23 (Health–Related Programs)  
Minn. Stat. Ch. 363 (Minnesota Human Rights Act)  
Minn. Stat. 144.441–442 (Tuberculosis)  
20 U.S.C. 1401 et seq. (IDEA) (Individuals with Disabilities Education Act)  
29 U.S.C. 794 et seq. (Section 504 of Rehabilitation Act of 1973)  
42 U.S.C. 12101 et seq. (Americans with Disabilities Act)  
Kohl by Kohl v. Woodhaven Learning Center, 865 F.2d 930 (8th Cir.),  
*cert. denied*, 493 U.S. 892, 110 S. Ct. 239 (1989)  
School Board of Nassau County, Fla. v. Arline, 480 U.S. 273, 107 S.Ct.  
1123 (1987)  
16 EHLR 712, OCR Staff Memo, April 5, 1990

6/21/89 (adopted)  
6/7/05 (revised)