

Williamson County Board of Education



Adopted Date:
6/18/01
Editorial 6/18/14

5.4001

COMMUNICABLE DISEASES

1 All members of the Williamson County Board of Education, the Superintendent and Central Office
2 staff, all Principals, teachers and staff at each school, and all other school system employees
3 should receive information regarding: the current law and public policy, the sources and spread of
4 Bloodborne Pathogens such as Hepatitis, and including universal (standard) blood and body fluid
5 precautions.
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8 No employee who has a contagious or communicable disease that might endanger the health of
9 others shall continue working. Any employee of Williamson County Schools must submit to a
10 physical examination by a competent physician whenever there is reason to believe that he or she
11 has any communicable disease; and upon certification from the examining physician that such
12 employee furnish proper certification from the examining physician showing such communicable
13 disease to have been cured or non-communicable following normal work habits. (TCA 49-2-203)
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15 The Williamson County Board of Education will continue to employ persons who are infected with
16 communicable diseases such as Tuberculosis, Hepatitis, or the Human Immunodeficiency Virus
17 (HIV) so long as these individuals are physically capable of performing their jobs and where the
18 employee's medical condition does not pose a threat of contagion to others or a peril of infectious
19 exposure to the employee. HIV infected employees will not be prevented from participating in the
20 educational process solely based on the diagnosis, and the employee's work program shall be
21 restricted only to the extent necessary to minimize the risk of disease transmission.
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23 CONFIDENTIALITY

24 Information including names, records, reports, and/or correspondence and any other identifying
25 information on any communicable disease status, including Hepatitis, HIV or HIV related illness and
26 AIDS infection, for any employee shall be maintained in confidence. Permissible disclosure will
27 occur only to a signed authorization for release, appropriate court order, or lawfully issued
28 subpoena. All persons having knowledge of an employee's Hepatitis or HIV infection must respect
29 the employee's right to privacy, including the maintenance of confidential records.
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