

# **BIA Infectious Disease Policy**

The BIA Governing Board establishes this policy to limit exposure to and spread of infectious disease amongst BIA students, staff, and other individuals.

## **Definitions**

An *infectious or communicable disease* means an illness due to an infectious agent, or its toxic products, which is transmitted directly or indirectly transmitted from one person to another. This includes diseases caused by bacteria, viruses, fungi or parasites.

The *standard precautions* mean a set of precautions designed to prevent the transmission of infectious diseases which include, but are not limited to, hand washing procedures, use of protective gloves, and directives on covering the mouth and nose when coughing or sneezing.

## **Protections**

No student shall be denied access to BIA or its programs solely because he or she is infected with a communicable disease. No otherwise qualified individual be denied employment by BIA solely because he or she is infected with a communicable disease.

## **Placement**

When BIA has reasonable suspicion to believe that a student or employee has an infectious disease, BIA shall immediately counsel that person or that person's parent or guardian, of the need to obtain an appropriate medical evaluation.

A student or employee who is infected with a communicable disease will remain in his or her educational or employment setting unless he or she presents a significant risk of contagion. The Head of School, in consultation with the student or employee's physician, public health officials, or other individuals knowledgeable about the disease, will determine if a student or employee poses a significant risk of contagion. If the Head of School determines that a student or employee poses a significant risk of contagion, the Head of School will determine the appropriate placement for the student or employee for him or her to continue to receive appropriate services in a manner to limit the possibility of disease transmission. The Head of School shall ensure that operational decisions related to students or employees with infectious disease are only made in conjunction with the school's health professionals, state and/or local public health agency representatives, and other health care professionals as appropriate.

## **Prevention of Transmission**

BIA shall provide annual training opportunities, information, or education for all employees to become informed concerning transmissions of communicable disease and infection. This training or information shall include practices and procedures to reduce the risk of transmitting infectious diseases, including HIV. The training or information shall include material related to the transmission of infectious diseases, risk education, and standard precautions for minimize transmission of infectious diseases.

All employees shall handle blood and body fluids only in a manner consistent with the Center for Disease Control's Universal Precautions for Handling Blood and Body Fluids.

BIA shall make personal protective equipment (PPE) readily available and appropriate to tasks with exposure potential.

## **Privacy Rights**

BIA shall limit the disclosure of health-related information of its students and employees. BIA shall adhere to FERPA at all times. FERPA prohibits the unauthorized disclosure of information from educational records except in certain limited circumstances, such as a health and safety emergency as described in 34 C.F.R. §§ 99.31(a)(10) and 99.36. Additionally, state law prohibits the disclosure of certain confidential health information, such as HIV infection status. As a result, BIA

shall not disclose medical information about a student or employee without the consent of the employee or the student or his or her parent or guardian, whichever is applicable, or only as required by law or court order.