

STUDENT

STUDENT/STAFF HANDICAPPING CONDITIONS

The board of trustees is committed to the concept of equal opportunities for all students and employees within this district. All students are entitled to receive a free and appropriate education without regard to age, sex, national origin, race color, creed or handicap. Equal educational opportunity is a fundamental civil right of all students and is addressed by state and federal laws. Any student with a health or handicapping condition must be educated in the least restrictive environment to receive a free and appropriate education. It shall be the policy of this district that the rights and safety of all staff and students are to be preserved. No exception shall occur in the event Wyoming public school students or members of public school staff should become HIV positive or acquire AIDS, hepatitis of any type, mononucleosis or any other condition which would need consideration by the school health team.

- I. Employment rights for employees and education opportunities for students who are infected with the human immunodeficiency virus, AIDS or other disabling conditions will be protected as follows:
 - A. A health team will be established by the school district. The team will include:
 1. District's health care officer – superintendent
 2. District's exposure control officer – school nurse
 3. Employee or student's parents/guardian
 4. County health officer
 5. Public health representative
 6. Patient's personal physician
 - B. The health team will consider each case individually.
 - C. The health team will consider and make decisions as to whether the condition of a student or employee justifies exclusion from school and/or school related activities:
 1. The health and welfare of other students and staff will be of major consideration during all reviews.
 2. Staff members dealing with handicapped students will be informed of the status of a student on a need to know basis.
 3. For all students this shall include, to the extent that their

health permits, attendance in regular class settings with all rights, privileges and services which are provided to other students.

4. When the health of a student does not permit the student to attend school, education shall be provided following the rules and procedures of Public Law 94-142 and the rules and regulations of the State of Wyoming in-so-far as handicapped students are concerned.
 5. The individual employee shall be treated as any other employee with a health related impairment.
 6. The health team will review individual cases on a regular basis or at parent or school request.
- II. Health records of medically or physically handicapped staff/student shall be handled as follows:
- A. HIV and other health test results will not be disclosed without consent of patient and/or parents or guardians to any third party.
 - B. All records containing information about a staff member's or student's medical results shall be kept in a secure location and separate from other school records.
 - C. A designated person must maintain the confidentiality of the medical records. (The school's exposure control officer has the responsibility at present.)
 - D. The rights of the individual to privacy must be assured at all times.
- III. All employees and students will be informed and trained in the need and use of Universal Precautions. (See attached).

REVISED POLICY
REVISION DATE: FEBRUARY 14, 1996
REVIEW DATE: FEBRUARY 13, 2013