

STUDENTS AND EMPLOYEES WITH LIFE-THREATENING ILLNESSES

The District recognizes that a student or employee with a life-threatening illness including, but not limited to, cancer, heart disease, and AIDS, may continue to engage in a program of educational experiences or employment as long as medical evidence indicates that the student's or employee's condition is not a threat to themselves or others. Employees must also be able to meet acceptable job performance standards.

If warranted, reasonable accommodations shall be provided in a manner consistent with other student and employment policies and handbooks.

During the course of an illness, the District may request at reasonable intervals a statement from the student's or employee's physician verifying that continued presence at school or work poses no threat to the health of others present at school. The District further reserves the right to require an employee to be examined by a physician of the District's choosing to determine whether the employee is physically able to perform the essential functions of their position, with or without accommodation. Such examination shall be at the District's expense.

A student's or employee's health condition is personal and confidential. Precautions shall be taken to protect the confidentiality of any information regarding a person's health condition in accordance with state and federal laws and Board policies.

A student or employee with a life threatening illness should be encouraged to seek assistance from established community resources for medical treatment, counseling services and support groups. Information on such resources may be requested through the District Administrator or designee.

LEGAL REF.: 103.13 – Wisconsin Statutes
 118.125 – Wisconsin Statutes
 118.25 – Wisconsin Statutes
 118.13 – Wisconsin Statutes
 118.29 – Wisconsin Statutes
 121.02(1)(g) – Wisconsin Statutes
 146.81-146.83 – Wisconsin Statutes
 252.21 – Wisconsin Statutes
 DHS 145 Wisconsin Administrative Code
 Americans with Disabilities Act
 Section 504 of the Rehabilitation Act

CROSS REF.: 453.3-Rule – Communicable Diseases Procedures
 347-Rule – Guidelines for the Maintenance and Confidentiality of Student Records
 411 – Equal Educational Opportunities
 431 – Compulsory Student Attendance
 453.3 – Communicable Diseases
 453.4 – Administration of Medication to Students
 511 – Equal Opportunity Employment
 523.1 – Staff Physical Examinations
 523.21 – Bloodborne Pathogen Policy
 525 - Personnel Records
 Student Handbooks
 Employee Agreements/Handbooks
 District Exposure Control Plan
 School Safety Plans

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