

**Employees with a Communicable Disease**  
**Including the Human Immunodeficiency Virus (HIV)**

It is the policy of the District not to discriminate against any employee who has been diagnosed with a communicable disease, including an HIV infection. Generally, District employees do not need to be restricted from performing their assigned job duties if they have been diagnosed with a communicable disease, including being HIV positive, unless

1. There is evidence of an “opportunistic” or “secondary” infection or illness that may be contagious;
2. The District cannot eliminate such risks by reasonable accommodation; or
3. The communicable disease precludes employees from performing the essential functions of their job, with or without reasonable accommodation.

The District will comply with its obligations under NRS 441A.190, NAC 441A.225, and NAC 441A.245.

Reference: NRS 441A.190, NAC 441A.225, NAC 441A.245

End of Policy