

Adopted: February 25, 2014

Reviewed: May 31, 2016

ATHLOS LEADERSHIP ACADEMY POLICY No. 5.5.6 ALLERGIES

I. PURPOSE

Athlos Leadership Academy may serve students or employ adult staff or volunteers with allergies that can interfere with their education, employment or volunteer experience and some of these may be life threatening. These may include tree nut or peanut allergies, bee sting allergies, other food allergies, chemical sensitivities or environmental allergies and asthma. The purpose of this policy is to establish Athlos Leadership Academy's procedures with regard to the use of food that may cause allergic reactions.

II. POLICY STATEMENT

- A. Athlos Leadership Academy is "peanut-aware", not peanut free. A student with a peanut allergy along with the student's Section 504 team or the employee with an allergy and her/his supervisor will create an individual 504 or accommodation plan respectively for each person. Athlos Leadership Academy follows best practice recommendations from the Food Allergy & Anaphylaxis Network's (FAAN) School Food Allergy Program. The School Food Allergy Program has been endorsed and/or supported by the Anaphylaxis Committee of the American Academy of Allergy, Asthma and Immunology, the National Association of School Nurses, and the Executive Committee of the Section on Allergy and Immunology of the American Academy of Pediatrics.
- B. The following organizations participated in the development of the School Food Allergy Program:
1. American School Food Service Association
 2. National Association of Elementary School Principals
 3. National Association of School Nurses
 4. National School Boards Association

III. BOARD POLICY

Athlos Leadership Academy takes reasonable and necessary precautions when advised of an allergy or other medical issue that may impact a student's education and health or the

This policy does not constitute legal advice; any questions regarding this policy should be directed to your attorney.

health of an employee. A student who has a medical or mental health diagnosis is entitled to a Section 504 Plan to provide program changes that may be necessary to prevent discrimination. An employee or other adult volunteer may have reasonable accommodations as determined through dialogue with their supervisor or the program supervisor.

IV. PROCEDURES TO ACCOMPANY ALLERGY POLICY

A. Procedures

To implement the Allergy Policy, the following procedures will be implemented by the Administration when applicable to the individual situation or as required by law:

B. School Staff

1. Ensure annual training to school staff about allergies, anaphylaxis reactions and EpiPen® administration (as required by Minn. Stat. §121A.22 and 121A.2205 and as required by an individual's 504 Plan.)
2. Work with the parent/guardian and others on the Section 504 team as well as a physician or other medical/mental health providers to develop a plan to accommodate the student's needs.

C. Licensed School Nurse

1. Gather information and develop an Emergency Care Plan or Health Plan for inclusion in a student's Individual Education Program (IEP) or develop a 504 Plan for any student not receiving special education services. (A student with an IEP should not have a separate 504 Plan or Health Plan in most cases. Exceptions should be reviewed with the Special Education Director. A student with a 504 Plan should not have a Health Plan – any health needs should be covered in a 504 Plan.)
2. Work with school staff, parents and medical/ mental health providers to identify any necessary program changes.
3. Follow Athlos Leadership Academy's policy/procedure for medication authorization and student self-carry, self-administer procedures.
4. Provide or arrange for annual staff training; this should include the training required by Minnesota law and any training that is part of a student's IEP health or emergency plan or a student's Section 504 Plan. It may also include training that is part of the reasonable accommodations provided to an employee.

D. Nutrition Services

1. Provide menus that identify peanut and other food ingredients. Identify students with food allergies as they go through the school lunch line.
2. Attend annual training.

E. Parent/Guardian

1. Work with the school nurse and staff as well as others on the 504 team or IEP team to develop a plan to address the student's needs.
2. Provide the school with information from the student's health care provider and authorization for emergency medication administration if needed.
3. Provide properly labeled medications and replace medications when expired.
4. Teach each child about his or her specific allergies or asthma and the plan for addressing these needs in school where the student is able to do this.
5. Determine and/or provide "safe" food for the child to eat. Teachers, school staff, or other parents should not be put into the position of deciding if a "food is safe" such as label reading for ingredients.

Legal References: Section 504 of the Rehabilitation Act
The American's with Disabilities Act as Amended
The Individuals with Disabilities Education Act, 20 U.S.C.1401 *et. seq.*
Minn. Stat. §125A (Special Education and Special Programs)
Minn. Stat. §§121A.22 and 121A.2205 (Administration of Drugs and
Medicine; Possession and Use of Epinephrine Auto-Injectors)