

Dayville School District 16J

Code: **GBEBA**
Adopted: 2/13/96
Readopted: 10/11/11
Orig. Code(s): GBEBA

Staff - HIV, AIDS and HBV

The district will strictly adhere in its policies and procedures to the Oregon Revised Statutes and Oregon Administrative Rules as they relate to staff infected with HIV, AIDS or HBV¹.

The district recognizes a staff member has no obligation under any circumstance to report his/her condition to the district and the staff member has a right to continue working.

If the staff member reports his/her condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed.

These guidelines shall identify who may have the information, who will give the information, how the information will be given, where and when the information will be given. All such information will be held in confidence in accordance with Oregon Revised Statutes.

When informed of the infection, and with written, signed permission from the staff member, the district will formulate an evaluation team. The team shall address the nature, duration and severity of risk as well as any modification of activities. The team shall continue to monitor the staff member's condition.

The district shall provide information and education to its employees regarding AIDS. All employees will read and sign an information sheet each year regarding AIDS.

The goal of the AIDS Education Program is to:

1. Provide employees with the information to make informed choices to reduce risk of exposure;
2. Provide employees with the information and skill training to allow them to work safely:
 - a. For the majority of employees, there is no risk in the workplace;
 - b. For those employees who come into contact with body fluids in the performance of their job, the same guidelines used for students will be followed by employees.
3. Provide accurate information so employees will have a basis for informed discussion at work and/or home if they so choose;
4. Promote a nondiscriminatory atmosphere in the workplace for the HIV-infected employee or client.

¹HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus.

Accommodations for a staff member infected with HIV, AIDS or HBV shall be the same as with any other illness.

The district shall also develop policies and/or procedures for rumor control, infection control, staff accommodations and public relations/media.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 342.850\(7\)](#)

[ORS 433.008](#)

[ORS 433.045](#)

[ORS 433.260](#)

[OAR 333-012-0270](#)

[OAR 333-017-0000](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 581-022-0705](#)