

# Gresham-Barlow SD 10

Code: **GBEB/GBEBA**  
Adopted: 7/11/94  
Revised/Readopted: 1/11/01, 5/2/02  
Orig. Code(s): GBEB/GBEBA

## Communicable Disease

The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Protection from communicable disease generally shall be through immunization, exclusion or other measures provided for in Oregon Revised Statutes and Oregon Administrative Rules. Employees shall comply with all measures adopted by the district and with all rules set by the Oregon State Health Division and the county health department. Employees have a responsibility to report to the district when infected with a communicable disease unless stated otherwise by law.

Employees shall provide services to students who are infected with a communicable disease except as provided by law. In those cases where a communicable disease is diagnosed and confirmed, the district shall inform the appropriate employees so as to protect against the risk of exposure.

Employees who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons, including those who are infected with a communicable disease, and shall provide the services in accordance with this policy. Where the district knows that a person is infected with a communicable disease, it shall inform the employees, as appropriate, so as to protect against the risk of exposure.

No employee shall be denied the opportunity to provide service solely on the basis that the employee is infected with a communicable disease except as otherwise required by law. However, the district may require an employee infected with a communicable disease, which is diagnosed and confirmed, to comply with such reasonable measures, including submission to district paid medical examinations, as may be determined as conditions of continued employment.

The district shall protect the confidentiality of an employee's health condition/record to the extent possible.

### **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 HBV<sup>1</sup>.

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.

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<sup>1</sup>HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus

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 develop procedures for formulating an evaluation team as directed by the employee. 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 and be sensitive to the individual as well as the district’s needs.

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

The district shall also develop policies and/or procedures for infection control and staff accommodations.

END OF POLICY

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Legal Reference(s):

- [ORS 243.650](#)
- [ORS 342.850 \(7\)](#)
- [ORS 433.008](#)
- [ORS 433.045](#)
- [ORS 433.255](#)
- [ORS 433.260](#)

- [OAR 333-012-0270](#)
- [OAR 333-017-0000 \(40\)](#)
- [OAR 333-018-0000](#)
- [OAR 333-018-0005](#)
- [OAR 333-019-0015](#)
- [OAR 437-002-0360](#)

- [OAR 437-002-0377](#)
- [OAR 581-022-0705](#)