

Hermiston School District 8R

Code: **GBEBA**
Adopted: 7/1/92
Revised/Readopted: 7/6/04, 5/3/05
Orig. Code(s): GBEBA

Staff - HIV, AIDS and HBV

The district will adhere strictly in 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 include who may have information, who will give the information, how the information will be given, and 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 permission from the staff member, the district will develop procedures for formulating 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 also develop policies and/or procedures for rumor control, infection control, staff accommodations and public relations/media.

Staff Accommodations - HIV, AIDS

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

END OF POLICY

Legal Reference(s):

ORS 243.650	ORS 433.260	OAR 333-018-0000
ORS 342.850 (7)		OAR 333-018-0005
ORS 433.008	OAR 333-012-0270	OAR 333-019-0015
ORS 433.045	OAR 333-017-0000 (40)	OAR 581-022-0705

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