

InterMountain Education Service District

Code: **GBEBA**
Adopted: 1/19/11

Staff - HIV, AIDS and HBV

The ESD 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 ESD recognizes staff members have no obligation under any circumstance to report their condition to the ESD and they have a right to continue working.

If a staff member reports a condition to the ESD, 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.

When informed of the infection, and with written permission from the staff member, the ESD 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 ESD shall also develop policies and/or procedures for rumor control, infection control, staff accommodations, and public relations/media.

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

END OF POLICY

Legal Reference(s):

[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 581-024-0245](#)
[OAR 581-024-0275](#)
[OAR 581-024-0280](#)

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