

# Lake County School District 7

Code: **GBEBA**  
Adopted: 8/12/02  
Readopted: 3/28/11  
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 HBV.

The Board recognizes that staff/students/volunteers incur some risk of infection and illness each time they are exposed to blood or other potentially infectious materials. While the risk to staff/students of exposure to body fluids due to casual contact with individuals in the school environment is very low, the Board regards any such risk as serious.

Consequently, the Board directs adherence to standard precautions. Standard precautions require that staff and students/volunteers approach infection control as if all direct contact with human blood and body fluids is known to be infectious for HIV, HBV and/or other bloodborne pathogens .

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 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.

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

In order to reduce the risk to staff/students/volunteers by minimizing or eliminating staff exposure incidents to bloodborne pathogens, the Board directs the superintendent to develop and implement an Exposure Control Plan.

The plan shall include training followed by an offer of immunization with Hepatitis B vaccine and vaccination series for all staff/volunteers who are required to provide first aid to students and/or for all staff/volunteers who have occupational exposure as determined by the district. Training shall be provided at the time of initial assignment to tasks where occupational exposure may take place and at least annually thereafter. Following the training session discussion the employee/volunteer will complete the "Hepatitis

B Vaccination Consent/Waiver and Training Documentation Form” which will be filed in the employee’s personnel and volunteer’s file. An employee or volunteer who signs a waiver at the time of the training has the right to reconsideration and may grant consent for the vaccine at a later date. Personal protective equipment appropriate to job task shall be provided by the district. A post-exposure evaluation and follow-up shall be made available to any employee/volunteer sustaining an occupational exposure.

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

END OF POLICY

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**Legal Reference(s):**

<a href="#">ORS 243.650</a>	<a href="#">OAR 333-012-0270</a>
<a href="#">ORS 342.850(7)</a>	<a href="#">OAR 333-017-0000</a>
<a href="#">ORS 433.008</a>	<a href="#">OAR 333-018-0000</a>
<a href="#">ORS 433.045</a>	<a href="#">OAR 333-018-0005</a>
<a href="#">ORS 433.260</a>	<a href="#">OAR 581-022-0705</a>