

Lane Education Service District Policy

Code: **GBEB**
Adopted: 6/28/94
Revised/Readopted: 9/25/01
Orig. Code(s): GBEB

Communicable Disease - Employees

The Lane ESD 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 rules of the state and/or county health department.

Employees shall comply with all measures adopted by the ESD and with all rules set by the Oregon State Health Division and the county health department. The ESD shall provide such equipment and supplies as are reasonably necessary in the application of this policy.

Employees shall provide services to students served by ESD programs who are infected with a communicable disease except as provided in this policy. In those cases where a communicable disease is diagnosed and confirmed, the ESD shall inform the appropriate employees so as to protect against the risk of exposure unless prohibited otherwise.

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 policy.

Where the ESD knows that such person is infected with a communicable disease which has been diagnosed and confirmed, the ESD shall inform the appropriate employees so as to protect against the risk of exposure.

Whenever any program administrator has reason to suspect that any employee has or has been exposed to any restrictable disease as prescribed by Oregon Administrative Rule 333-019-0015 (2) that require exclusion from a school facility or ESD program, the administrator shall send such person home. If the disease is one that must be reported to the Oregon Department of Human Services, Health Services, the administrator will report the occurrence to the local health department by the most direct means available.

Any employee so excluded shall not be permitted to be in the school or facility until he/she presents a certificate from a physician, local health department nurse or school nurse stating that the employee does not have or is not a carrier of any restrictable disease.

Notwithstanding the above, the ESD may require an employee infected with a communicable disease which is diagnosed and confirmed as described in policy to comply with such reasonable measures, including submission to ESD-paid medical examinations as may be determined as conditions of continued employment.

The ESD shall protect the confidentiality of an employee’s health condition/record to the extent possible consistent with the overall intent of district policies.

END OF POLICY

Legal Reference(s):

[ORS 433.255](#)
[ORS 433.260](#)

[OAR 333-019-0015](#)
[OAR 437-002-0360](#)
[OAR 437-002-0377](#)
[OAR 581-024-0275](#)
[OAR 581-024-0280](#)