

Lane Education Service District Policy

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

HIV, AIDS and HBV - Employees

Lane ESD will strictly adhere in its policies and procedures to the Oregon Revised Statutes and Oregon Administrative Rules as they relate to employees infected with HIV, AIDS and/or HBV¹.

The ESD recognizes an employee has no obligation under any circumstance to report his/her condition to the ESD and the employee has a right to continue working.

If the employee reports his/her condition to the ESD, strict adherence to written guidelines outlined by the employee 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.

When informed of the infection, and with written permission from the employee, 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 employee's condition.

The ESD shall also develop policies and/or procedures for rumor control, infection control and public relations/media. Accommodations for an employee infected with HIV, AIDS and HBV shall be the same as with any other illness.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 342.850 \(7\)](#)
[ORS 433.008](#)
[ORS 433.045](#)
[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 581-024-0245](#)
[OAR 581-024-0275](#)
[OAR 581-024-0280](#)

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