

Lane Education Service District Administrative Rule

Code: **GBEBA-AR**
Adopted: 7/18/94
Readopted: 9/25/01
Orig. Code(s): GBEBA-AR

HIV, AIDS and HBV - Employees

As a general rule, employees with HIV should not pose a health risk to students, to other employees or to community members. As a general rule, employees with HIV should be allowed to continue employment.

Decisions regarding the assignment of a staff member with HIV will be made on a case-by-case basis, taking into consideration all available information on the specific case at hand.

If an employee with HIV notifies the superintendent of his/her medical condition, the superintendent will immediately constitute a team to review the employee's assignment to determine if such assignment may create a health risk for other persons. The team members will include:

1. The employee;
2. The employee's physician;
3. The employee's supervisor;
4. A medically trained professional;
5. Representative(s) of the district office;
6. A public health agency representative.

The superintendent shall also report the disease to the local health department by the most direct means available.

Factors that the team should review, but not be limited to, are assignments that include application of first-aid assignments that include personal hygiene care, or any other factors that could transmit blood or body fluids from one person to another. Periodic review of the employee's medical condition should be scheduled. The team will make its recommendations to the superintendent.

If reassignment of the employee is advised by the team, the action taken will follow review and reconsideration of policies, regulations and practices that govern such reassignments for medical reasons, including the use of appropriate sick leaves and disability leaves.

The employee's right to privacy and confidentiality of medical records will be preserved. Only as much information as necessary will be communicated to the community and staff so that news is managed and the credibility and trustworthiness of the district is preserved.

These guidelines will be revised to conform with new medical information and guidelines published by county and state health departments. Such publications should be the basis for annual training provided for employees.