

# Lincoln County School District

Code: **GBEBA**  
Adopted: 7/09/02  
Revised/Readopted: 6/14/16 (Effective 7/01/16)  
Orig. Code(s): GBEBA

## Staff - HIV, AIDS and HBV

The Board and superintendent fully recognize that each employee must be physically and mentally able to perform the duties and responsibilities of his/her assigned position. The district also recognizes that it must take reasonable actions to protect students and employees from the risks of communicable disease.

The district will strictly adhere in its policies and procedures to the Oregon Revised Statutes and Oregon Administrative Rules as they relate to an employee infected with Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) or Hepatitis B (HBV).

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

If the employee reports his/her condition to the district, 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 in accordance with Oregon Revised Statutes.

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

Accommodations for an employee infected with HIV, AIDS or HBV shall be the same as with any other illness.

The district may develop policies and/or procedures on a case-by-case basis for rumor control, infection control and public relations/media.

END OF POLICY

---

### Legal Reference(s):

[ORS 243.650](#)

[ORS 342.850\(7\)](#)

[ORS 433.008](#)

[ORS 433.045](#)

[ORS 433.260](#)

[OAR 333-017-0000](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 581-022-0705](#)