

**Milton-Freewater
School District 7**

Code: **GBEBA**
Adopted: 11/23/93

Hiv+ Hbv, and Aids - Staff

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 and/or AIDS or HBV.

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 approved 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.

When informed of the infection, and with written 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 or AIDS shall be the same as with any other illness.

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

END OF POLICY

Legal Reference(s):

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