

Newberg School District 29J

Code: **GBEBA**
Adopted: 1/14/91
Readopted: 12/11/06
Orig. Code(s): 3140

Personnel - HIV, AIDS and HBV

The district shall strictly adhere in its policies and procedures to the Oregon Revised Statutes and the Oregon Administrative Rules as they relate to staff infected with HIV, AIDS or HBV¹.

The district recognizes that a staff member has no obligation under any circumstance to report his/her condition to the district and that 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 outlined by the staff member shall be followed. These guidelines shall identify who may have the information, who shall give the information, how the information shall be given, where and when the information shall be given. All such information shall be held in confidence in accordance with Oregon Revised Statutes.

When informed of the infection, and with written, signed permission from the staff member, the district shall form 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, AIDS or HBV shall be the same as with any other illness.

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

END OF POLICY

Legal Reference(s):

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

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