

**Staff - HIV, AIDS AND HBV**

Guidelines for dealing with employees who are infected with HIV, AIDS or HBV will be followed:

1. If the employee reports his/her condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed;
2. The superintendent will, with written, signed permission from the staff member, designate a team to plan and manage communications with all parties regarding the case;
3. The team members will include:
  - a. Employee;
  - b. Employee's physician;
  - c. Employee's supervisor;
  - d. Superintendent;
  - e. Douglas County Health Department;
  - f. Others as deemed appropriate by the district or employee.

The team shall address the nature, duration and severity of risk as well as any modification of activities.

4. The team should also review, but not be limited to, assignments that include application of first aid, food handling, 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 Board;
5. If reassignment of the employee is believed to be advisable by the Board and consistent with health division guidelines, the action taken will follow review and consideration of policies, regulations and practices that govern such reassignments for medical reasons including the use of appropriate sick leave and disability leave.

HIV, AIDS and HBV infections and their related conditions will be treated as any other medical condition with respect to employee benefits provided by the district.

The superintendent and staff shall ensure that there is no release of information regarding persons with HIV, AIDS or HBV which violates Oregon Revised Statutes or district policy concerning confidentiality of personnel records.

The superintendent shall, after consultation with state and county public health officials and with the approval of the Board, prepare and implement regulations concerning basic hygiene practices and

emergency procedures to be followed in dealing with persons who are infected with HIV, AIDS or HBV. Regulations shall be disseminated to all licensed and non-licensed staff with special emphasis to teachers, custodians, cooks and bus drivers. The superintendent shall conduct such in-service training as necessary to implement these regulations.

If any person is by law disabled, the administration shall make such accommodation in employment as may be required by the disability and with specific recommendations consistent with the need to protect public health and the health and safety of the staff and of students attending district schools.