

Riverdale School District 51J

Code: **GBEBA**
Adopted: 11/9/98
Readopted: 6/12/06
Orig. Code(s): GBEBA

Staff - HIV, AIDS and HBV

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, AIDS or HBV¹.

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 outlined 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. All such information will be held in confidence in accordance with Oregon Revised Statutes.

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, AIDS or HBV shall be the same as with any other illness. Any such staff member shall be treated the same for all employment related purposes as other employees who have medical conditions with similar impact on the staff member's job performance. If not able to perform the essential functions of the job, reasonable accommodations will be made before reassignment or leave of absence are considered. Sick leave, disability leave and leaves of absence shall be available on the same basis as for other medical conditions. If the staff member is no longer able to perform the job, he/she shall be placed on leave of absence or terminated in accordance with district policy and contract agreements. Continuation of health benefits, at staff member's expense, shall be allowed within COBRA guidelines.

The district shall not require employees or applicants to be tested for HIV/AIDS/HBV.

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

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

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

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

[ORS 433.008](#)

[ORS 433.045](#)

[ORS 433.260](#)

[OAR 333-012-0270](#)

[OAR 333-017-0000](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 581-022-0705](#)