

Scio School District 95

Code: **GBEBA**
Adopted: 10/14/91
Readopted: 5/23/01
Orig. Code(s): 4642-4643-4644, 3812-3813-3814

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 HBV.

The district recognizes a staff member has no obligation under any circumstances 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, and 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 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.

This planning team shall include:

1. The staff member;
2. The staff member's representative (if the staff member so chooses);
3. A district-appointed physician;
4. Representatives of the State Health Division or Linn County Health Department;
5. The building principal;
6. The superintendent.

Accommodations for a staff member infected with HIV, AIDS or HBV shall be the same as with any other illness.

If the staff member informs the district, the Board will be informed at the next executive session, with all such information held in strict confidence as required by Oregon law.

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 \(40\)](#)

[OAR 333-018-0000](#)

[OAR 333-018-0005](#)

[OAR 333-019-0015](#)

[OAR 581-022-0705](#)

*HIV - Human Immunodeficiency Virus

AIDS - Acquired Immune Deficiency Syndrome

HBV - Hepatitis B Virus