

Vernonia School District 47J

Code: **GBEBA**
Adopted: 2/10/00
Orig. Code(s): GBEBA

Staff - HIV, AIDS and HBV

The district will adhere strictly in 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 school district and the staff member has a right to continue working.

If the staff member reports his/her condition to the school district, strict adherence to written guidelines outlined by the staff member shall be followed.

These guidelines shall include 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, 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.

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