

Lincoln County School District

Code: **GBEBA**
Adopted: 1/20/94
Revised/Readopted: 7/9/02
Orig. Code(s): 4131

Staff - HIV, AIDS and HBV

The Board and superintendent fully recognize that each employee must be physically and mentally able to perform the duties and responsibilities of his/her assigned position. The district also recognizes that it must take reasonable actions to protect students and employees from the risks of communicable disease.

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 Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) or Hepatitis B (HBV).

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, 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 with any other illness.

The superintendent or designee shall develop administrative regulations to implement the intent of this policy. The policy will be reviewed every three years or as needed.

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](#)