

**South Coast Education  
Service District**

Code: **EBBAA/GBEBC/JHCCC-AR**  
Adopted: 4/10/07  
Reviewed: 8/2/17  
Readopted: 2/13/18  
Orig. Code: GBEBEA

**Staff - HIV, AIDS and HBV**

The ESD 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<sup>1</sup>.

The ESD recognizes a staff member has no obligation under any circumstance to report his/her condition to the ESD and the staff member has a right to continue working.

If the staff member reports his/her condition to the ESD, 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 ESD 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 ESD shall also develop policies and/or procedures for rumor control, infection control and public relations/media.

END OF POLICY

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**Legal Reference(s):**

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 581-024-0245  
OAR 581-024-0275  
OAR 581-024-0280

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<sup>1</sup>HIV – Human Immunodeficiency Virus; AIDS – Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus  
Staff – HIV, AIDS and HBV – GBEBEA