

**South Coast Education  
Service District**

Code: **GBEBA**  
Adopted: 4/10/07  
Reviewed: 11/29/18  
Readopted: 12/11/18  
Reviewed: 3./12/19  
Readopted: 4/9/19

**Staff - HIV, AIDS, and HBV**

The ESD will strictly adhere in its policies and procedures, to the Oregon law 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 a condition to the ESD and the staff member has a right to continue working. If the staff member reports a 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 law.

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

END OF POLICY

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**Legal Reference(s):**

[ORS 342.850\(8\)](#)  
[ORS 433.008](#)[ORS 433.045](#)  
[ORS 433.260](#)

[OAR 333-017-0000](#)  
[OAR 333-018-0000](#)  
[OAR 333-018-0005](#)

[OAR 581-024-0245](#)

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<sup>1</sup> HIV - Human Immunodeficiency Virus; AIDS - Acquired Immune Deficiency Syndrome; HBV - Hepatitis B Virus