

APPENDIX J

RAINIER SCHOOL DISTRICT POLICY

CODE: GBEBA

ADOPTED: 7/1/89

REVISED: December 8, 2014

HIV AND AIDS - STAFF

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 and/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 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.

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

ORS 243.650

ORS 342.850(7)

ORS 433.008

ORS 433.045

¹ HIV – Human Immunodeficiency Virus; AIDS – Acquired Immune Deficiency Syndrome; HBV – Hepatitis B Virus

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ORS 433.260

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OAR 581-022-0705