

Infection Control – HIV, AIDS, HBV¹

In accordance with ORS, Oregon Health Division guidelines, and Board policy, the following rules and procedures shall govern employees with HIV related diseases:

1. If the district, after a consultation with the Oregon Health Division, determines the presence of the employee in the work place may present a risk of transmission, the district shall convene a team to make a recommendation of appropriate action. This action shall be omitted if the employee has already been excluded from the work place by an Oregon Health Division or Jefferson County Health Department order.
2. If the district convenes a team, it will be approved in writing by the affected employee. The team members may include: the employee, employee's physician, employee's supervisor, representatives of the district, and a public health agency representative.
 - a. The team should review, but is not limited to: assignments that include application of first aid or food handling, assignments that include personal hygiene, or any other factors that could transmit blood or bodily fluids from one person to another.
 - b. The team will make its recommendation to the Superintendent.
3. If the district determines that re-assignment of the employee is necessary, the action taken will follow review and adherence to policies, rules and regulations that govern such re-assignment for medical reasons including the use of appropriate sick leave and disability leave.
4. If the district is informed of any employee being infected with HIV related diseases, the Oregon legislature's mandated right to privacy of the individual shall be followed.
 - a. The Superintendent shall make a determination whether any other employee has a need to know the information.
 - b. In general, no other staff member should be considered as having a need to know.
5. The rules and procedures shall be revised in conformance with new medical information and/or guidelines published by the Oregon Health Division and the Jefferson County Health Department.
6. Oregon Health Division guidelines and Jefferson County Health Department publications shall be the basis for annual training of district employees.
7. The Board policy, rules and procedures may be revised as research and legal opinion changes.

END OF POLICY

Legal Reference(s):

[OAR 437-002-0360](#)
[OAR 437-002-0377](#)
[OAR 581-022-0705](#)

[OAR 581-022-1440](#)
[OAR 581-053-0517 \(13\)\(c\)\(e\)](#)

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