



5.20.102-AD Disease Control

Present in our daily environment are dangerous viruses, such as hepatitis B and AIDS (HIV, HTLV/LAV, ARV). The AIDS virus may cause AIDS or a milder form known as AIDS Related Complex (ARC); a person infected with the virus is infectious though not displaying any symptoms. Medical authorities advise that AIDS and hepatitis B viruses are not spread through intact skin but may be spread through broken skin or onto the mucous membrane of the eye, mouth, and other body orifices. These blood-borne viruses are usually spread from an infected person by blood or body fluid being introduced onto the mucous membrane by sexual contact or through the skin by a needle. However, these means are not exclusive, and medical research continues. Many persons carrying these viruses do not display symptoms. The school district must anticipate that the viruses may be present in our environment without the knowledge of the carrier or the district. Universal procedures for avoiding personal contact with blood and other body fluids are necessary to prevent the spread of disease. During periods of increased risk of exposure and in areas of increased exposure, additional procedures are necessary. Contracting these viruses in our environment, including the work environment, is very unlikely. Knowledge acquired by each of us to prevent the possibility of the spread of disease will help to protect us throughout our everyday lives

(1) **Confidentiality.**

- (a) The district's first responsibility is to protect the health and safety of its students and employees. A second responsibility is to recognize the rights of the individual staff member to continued employment.
- (b) These regulations shall be pursued so as to maintain the dignity and protect the privacy of the infected person. Confidentiality shall be a primary consideration.

(2) **Infected Personnel.** The hepatitis B virus is not listed as a communicable disease by the Oregon Health Division for the purpose of the exclusion from school under ORS 433.260 and Policies and Regulations 4.50.021, (2.f.B.) A person testing positive for the AIDS virus, though he/she may display the ARC symptoms, but not displaying the AIDS symptoms is not reportable under Oregon law. AIDS (Acquired Immunodeficiency Syndrome), an advanced form of the disease, is reportable and school restrictable. If an administrator has reason to suspect that a staff member may be infected by either the hepatitis B virus or AIDS virus, the following steps shall be taken:

- (a) Immediately report the information to the Executive Deputy Superintendent who will contact the State Epidemiologist, County Health Officer, and Multnomah Education Service District (MESD) Nurse Consultant requesting that steps be taken to establish whether a diagnosis of infection can be confirmed.
 - (b) If the diagnosis is confirmed, the Executive Deputy Superintendent will consult with the public health authorities in establishing the appropriate case-specific steps to be followed. When the need is established, a committee will be appointed to carry out the instructions detailed below. In addition to the Executive Deputy superintendent, State Epidemiologist, County Health Officer and (MESD) Nurse Consultant, the committee will ordinarily include the employee and the employee's personal physician. Alternate and/or additional members will be appointed as needed (e.g., the employee may upon request have more than one physician and/or representative present). The committee will meet to review in detail the daily work site activities of the infected person and to produce a plan which will:
 - (A) Detail the employee's daily routine and identify opportunities for disease transmission;
 - (B) Identify changes deemed necessary by the public health officials to minimize the opportunity for transmission of disease. These shall include the following plus other actions and precautions needed to prevent transmission.
 - (i) Determine and recommend the degree and nature of the employee's continued participation in school instruction and school-related activities and the extent to which the employee can be permitted contact with students and other staff.
 - (ii) Provide for in-service instruction for appropriate staff regarding general guidelines to prevent the spread of communicable disease and protect the employee's identity.
 - (iii) Provide for regular review of the employee's health status;
 - (C) It shall be the responsibility of a designated administrator to review the plan with the infected person and to assure that the plan is administered and monitored according to its terms;
- (3) **Exceptional Employees and Temporary Exclusion.**
- (a) If an employee identified as being infected by hepatitis B or AIDS is because of physical, mental, or emotional disability, unable to control personal behavior to avoid the spread of disease, he/she shall be temporarily excluded from the regular work site pending development of the plan.

(b) If a staff member identified as being infected by hepatitis B or AIDS is in a building setting which exposes persons medically at high risk to the disease or in a setting where there are persons who, because of physical, mental, or emotional immaturity, cannot control their contact, the employee shall be temporarily excluded pending development of a plan or other administrative action.

Policy Implemented:

History: Adpt. 4/86 as 4.40.211; Amd. 10/87 when that portion pertaining to staff was separated from 440.211 and given a personnel series number; Amd. 1/88

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Approved:	
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Superintendent	Date