

Communicable Diseases - Staff

The ESD shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures provided for in Oregon Revised Statutes and Oregon Administrative Rules. Employees shall comply with all measures as provided by Oregon law, by the local health department or in *Communicable Disease Guidance* published by the Oregon Department of Education (ODE) and the Oregon Health Authority.

Employees shall comply with all other measures adopted by the ESD and with all rules adopted by the Oregon Health Authority, Public Health Division and local health department.

An employee who knows that he or she has or has been exposed to any restrictable disease may not attend work unless authorized by Oregon law. When an administrator has reason to suspect that any employee has or has been exposed to any restrictable disease and exclusion is required, the administrator shall send the employee home. If the disease is a reportable disease, the administrator will report the occurrence to the local health department.

Employees shall provide services to students as required by law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

Employees, who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons as required by law.

The ESD shall protect the confidentiality of an employee's health condition and record to the extent possible and consistent with federal and state law.

The Superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

Legal Reference(s):

OREGON DEPARTMENT OF EDUCATION AND OREGON Health Authority, Communicable Disease Guidance (2017).
Family Education and Rights of Privacy Act of 1974, 20 U.S.C. 1232g (2017); Family Education and Rights of Privacy, 34 C.F.R Part 99 (2017).

[ORS 431.150 to 431.157](#)
[ORS 433.001 to 433.526](#)
[OAR 333-018](#)
[OAR 333-019-0010](#)
[OAR 437-002-036](#)

[OAR 437-002-0377](#)
[OAR 581-024-0275](#)
[OAR 581-024-0280](#)
[OAR 333-019-014](#)