



POLICY 1.13 BLOOD-BORNE PATHOGENS: EMPLOYEES AND STUDENTS	Adopted: 2004-04-19
	Reviewed: 2008-05-15
	Revised: 2004-05-17, 2004-06-11, 2004-10-04, 2010-02-26

The Board recognizes and respects the rights of all students and employees as defined in law and school district policies, and recognizes its obligation to promote the safe delivery of educational services.

With the condition that there is no significant safety hazard to themselves and others, as determined by guidelines established by the District Medical Health Officer, the Board supports the right for:

- illness-challenged employees to continue working if duties of employment are satisfactorily fulfilled;
- illness-challenged students to pursue activities which their condition allows, including continuing attendance at school.

The definitions and procedures set out in this policy and regulations are subject to current medical knowledge and will be updated as required.

REGULATION 1.13.1-R BLOOD-BORNE PATHOGENS: EMPLOYEES AND STUDENTS	Adopted: 2904-04-19
	Reviewed: 2008-05-15, 2010-02-26
	Revised: 2004-06-11, 2004-10-04

1. Definitions

AIDS (Acquired Immune Deficiency Syndrome)	This is the most severe manifestation of the HIV infection. When an individual is diagnosed with AIDS, they are infected with HIV, and the immune system is so damaged that other diseases (called “opportunistic infections” or OIs) develop.
HIF (Human Immunodeficiency Virus)	This is the virus that causes AIDS.
HBV (Hepatitis B) and HCV (Hepatitis C) Pathogens	These are the viruses responsible for Hepatitis B and C, inflammations of the liver spread by blood and serum driven fluids, and by direct contact with body fluids.
Sero Converted or Tested Positive for HIV	A blood test that indicated that the individual is infected with HIV. There may be no signs of illness.

Any reference in the policy and/or regulations to the term HIV refers to any or all of the above definitions, except HBV and HCV.

2. Confidentiality

2.1 The identity of school employees or students infected with blood-borne pathogens shall be confidential. Dissemination of information shall be restricted to those who work directly with the student and who also would need to be informed, the Superintendent of Schools and those who the Superintendent deems should be informed. In deciding who should be informed, the Superintendent shall seek the cooperation and assistance of the District Medical Health Officer.

3. Obligation to Report

The Health Act requires that a person who knows or suspects that another person is suffering from a communicable disease report this to the District Medical Health Officer.

4. Discrimination

As HIV or other blood-borne pathogens cannot be transmitted in the course of the usual interactions in the school, discriminatory acts against a student or employee infected with this virus are unacceptable. The Board will not require HIV antibody testing of any of its students or employees.

5. Employees Infected with HIV or Other Blood-Borne Pathogens

5.1 Medical Procedures

Infection with HIV or other blood-borne pathogens will be treated as any other medical condition with its related absence and disability. An employee diagnosed with HIV or other blood-borne pathogens will be entitled (if eligible) to complete sick leave benefits, long-term disability and medical benefits, and any other provisions in their respective collective agreements/contracts. It should be noted that persons who are HIV positive might be more susceptible to common infections from students and/or co-workers (e.g. cold, flu, etc.) because of his/her weakened immune system.

5.2 Right to Work

An employee known to be infected with HIV or other blood-borne pathogens will not be restricted from work based solely on the diagnosis, nor will they be restricted from using any facilities or equipment within the work environment such as telephones, office equipment, toilets, showers, eating facilities, water fountains, etc.

6. Employees Exposed to HIV or Other Blood-Borne Pathogens Via Students or Co-Workers

6.1 Information shall be provided regarding universal precautions for the protection of employees in those positions where exposure to blood or other body fluids of persons infected with HIV or other blood-borne pathogens might occur in the course of duties.

6.2 Since there is no known risk of transmission of HIV or other blood-borne pathogens by casual contact, no precautionary procedures beyond normal hygienic practices are required in the office or classroom setting.

6.3 An employee's refusal to work with a co-worker or student who is infected with HIV or other blood-borne pathogens may be accommodated only if the refusal is based on the employee's own state of health (rendering him/her more susceptible to acquiring other illnesses). For example, individuals undertaking chemotherapy treatment have weakened immune systems and therefore are at increased risk of contracting an ancillary illness which an HIV positive person might carry. The Board may request medical confirmation of the employee's state of health. Upon confirmation, the Board of School Trustees will attempt to reassign duties so as to eliminate contact with the infected person.

7. Employee Awareness

7.1 The district shall use a variety of means to increase employee awareness and knowledge of HIV infection and other blood-borne pathogens.

7.2 All district work sites shall display appropriate information and shall be supplied with adequate resources for protection from blood-borne pathogens.

8. Counselling

Employees diagnosed with HIV or other blood-borne pathogens will be encouraged to seek counselling to assist them in dealing with any personal, medical or financial problems.

9. Responsibilities

9.1 Significant Risk

If the employee's supervisor or the Superintendent decides that there may be a significant risk to the individual or others, the Superintendent shall refer the matter to the District Medical Health Officer in accordance with the School Act.

10. Students' Right to Attend Regular Classes

10.1 A student shall not be excluded from school because of HIV or other blood-borne pathogen infections unless:

10.1.1 the student is excluded pursuant to section 91 of the School Act, or

10.1.2 the Board decides it is otherwise appropriate (with advice from the District Medical Health Officer and the Superintendent of Schools).

10.2 In exercising its discretion under Regulation 1.1.2, the Board shall:

10.2.1 request that the District Medical Health Officer assess the student with HIV or other blood-borne pathogens; and

10.2.2 consider the student's behaviour, physical health status, and the psychosocial benefits of maintaining the student at school.

10.3 A student with HIV or other blood-borne pathogens shall be closely monitored by the Superintendent, who shall seek the cooperation and assistance of the student's parents/guardians, his/her attending physician, and the District Medical Health Officer.

10.4 Where the physical condition or behaviour of a student infected with HIV or other blood-borne pathogens poses a health or safety risk to the student or to others in his/her school as determined by the Superintendent in accordance with Article 10.2, alternate arrangements for instruction shall be provided such as a variety of settings, ranging from special instruction within the school to home tutoring.

10.5 Decisions regarding alternate arrangements for instruction shall be made on an individual basis. A non-infected student shall not be excluded from school because of an HIV or other blood-borne pathogen infected family member.