



KENORA CATHOLIC DISTRICT SCHOOL BOARD

100 General Administration Procedures

AP 111: Bloodborne Pathogens: HIV, A.I.D.S.; Hepatitis B & C

The Kenora Catholic District School Board shall respond to individuals infected with the AIDS virus or any other communicable diseases in a manner which demonstrates the compassionate care of Christ.

It is recognized that AIDS is an extremely serious medical condition for which presently there is no known medical cure and that, for this reason, many people have deep concerns about contacting AIDS and need the assurance that their safety will be protected. At the same time, it is recognized that employees and students with an illness have a right to pursue the usual school and employment activities which their conditions allow, including attendance at school and work, as long as medical evidence indicates that their continuation of those activities does not pose a safety or health hazard to themselves or to others.

The board respects the moral and legal rights of any student or employee with a communicable disease and acknowledges their right to privacy and confidentiality.

1. Procedures for Students with H.I.V.

1.1 The following procedures shall be followed:

- 1.1.1 Students infected with H.I.V. or other communicable disease have rights to privacy preserved, with only specified staff members and the Medical Officer of Health being alerted to the student's health condition.
- 1.1.2 Staff members have an obligation to protect the health and safety of the entire school community.
- 1.1.3 Decisions regarding the educational program and placement of students infected with H.I.V. or other communicable disease may be made by an Identification, Placement and Review Committee if physical needs require a special program or placement. The committee in such cases will be composed of parents or guardians, the Superintendent of Instructional Services, the Special Education Coordinator and the principal. The Medical Officer of Health will be invited to assist the committee.
- 1.1.4 Universal precautions will be promoted to all employees of the board, to be used for working with all students. Specific information and training

will be provided for all personnel involved in the education of students with H. I. V., A.I.D.S. or hepatitis.

- 1.1.5 Parents or guardians of students with H.I.V., A.I.D.S. or Hepatitis B & C are expected to report their child's condition to the director of education.
- 1.1.6 It is the duty of a school principal to report all identified or suspected cases of communicable disease infection to the Medical Officer of Health and the director. This reporting is required by the *Education Act* and by the *Health Protection and Promotion Act*.
- 1.1.7 The director or designate, in turn, shall request that the Medical Officer of Health provide the school system with recommendations and specific directions regarding the education of students infected with a communicable disease.
- 1.1.8 The Medical Officer of Health will seek permission from the parent to disclose information and to participate in the decision-making process.

2. Procedures for Staff Members with H.I.V

- 2.1 Staff members who have been diagnosed with H.I.V. or other communicable disease are requested to notify the director of education as soon as possible, because of the serious physical and mental problems associated with such an infection. The director will request the Superintendent of Instructional Services, the employee's immediate supervisor and the Medical Officer of Health to confer with the staff member to discuss any work modifications or options required.

3. Educational Practices

- 3.1 The following practices shall be followed:
 - 3.1.1 Ministry of Education Policy/Program Memorandum No. 96 requires that a mandatory unit of study on A.I.D.S. be included in health education programs.
 - 3.1.2 All students in all grades will be instructed regularly about proper hygienic procedures to follow.
 - 3.1.3 Empathy toward those who have contacted A.I.D.S. will be stressed across the curriculum.

3.1.4 All staff members will be given instruction about the nature and transmission of H.I.V. and measures to prevent transmission of H.I.V. This information is part of the training required by the *Occupational Health and Safety Act*

3.1.5 Employee rights and responsibilities will also be discussed.

4. Hygienic Practices

4.1 The following hygienic practices shall be followed at all times:

4.1.1 Staff Members

In order to protect against any infection, all staff members of the board shall practice the following procedures when dealing with situations where they come into contact with blood or body fluids:

- a) wear disposable non-latex rubber gloves;
- b) cover any cuts or sores on their hands;
- c) clean anything that has been contaminated with blood, using rubbing alcohol or a bleach solution (1 part household chlorine bleach, such as Javex to 9 parts water); and
- d) wash their hands thoroughly

4.1.2 Students

All students shall be taught to:

- a) avoid contact with blood or body fluids;
- b) request immediate teacher assistance whenever there is a spill of blood or body fluids;
- c) cover any cuts or sores on their hands; and
- d) wash their hands thoroughly if they accidentally come into contact with blood or body fluids.

4.1.3 Principals and Supervisors

- a) provide disposable non-latex rubber gloves for all staff;
- b) provide a chlorine bleach solution for clean up;
- c) review with staff and students, proper hygienic practices at the beginning of each school year and at regular intervals;
- d) monitor practices in the school to ensure that proper hygienic procedures are followed by students and staff.

Legal References:

Education Act S. 265 (1) (k) Principal's Report to Medical Officer of Health

Ministry of Education Policy/Program Memorandum 96

The Health Protection and Promotion Act, Part IV, Section 28—Principal's Duty to Report to Medical Officer of Health

Municipal Freedom of Information and Protection of Privacy Act

Occupational Health and Safety Act

OFSAA Website

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