

POLICY

It is the policy of The Upper Grand District School Board to respect the rights of every employee and student in all matters associated with HIV infection or AIDS, and to co-operate with all Provincial and County health officials to ensure the most current information on HIV/AIDS is available to Board personnel, students and parents.

Administrative Detail

1. It is the responsibility of the Director of Education to Administer this policy (in accordance with the Acquired Immunodeficiency Syndrome Procedures Manual 512-A).
2. The Board has the obligation to students and employees to provide a safe learning and working environment at all times. The Board will take every reasonable precaution to prevent the transmission of HIV infection while, at the same time, providing fair and humane consideration to infected individuals.
3. The Board will maintain, in co-operation with the Ministry of Health and the Medical Officer of Health, and in accordance with the Acts and Regulations of Ontario, confidentiality for employees or students who are HIV positive or who have HIV/AIDS.
4. In interpreting and applying this policy, the Board recognizes the primary role of the Wellington-Dufferin-Guelph Health Unit as the responsible agency involved in securing and promoting public health, including the control of communicable and infectious diseases.
5. The Board, in co-operation with the Wellington-Dufferin-Guelph Health Unit, will provide information about HIV/AIDS to employees, students and parents.
6. The Policy Management Committee shall review the procedures as outlined in the Procedures Manual 512-A every three years, to ensure that the most current medical information on HIV/AIDS is contained in the Policy and Procedures Manual.
7. Dissemination of information about an individual with HIV/AIDS shall be restricted to whoever would be at risk. School officials will not be informed by the Medical Officer of Health of the identity of a student or employee infected with the HIV virus unless the individual's health status indicates that this is necessary for either protection of the individual or others. (See Appendix B - Regulations)

A. GENERAL

1. Anyone can be affected by HIV/AIDS - male or female, young or old.
2. AIDS stands for Acquired Immunodeficiency Syndrome. AIDS is the advanced stage of the disease caused by a virus called HIV - human immunodeficiency virus.
3. The virus attacks and damages the body's immune and nervous systems. Individuals living with HIV will most likely get infections or cancers which can kill them. So far there are helpful treatments but no cure.
4. Someone with HIV infection may not feel or look sick for years. However, he or she can pass HIV to others.
5. A person can get infected with the virus in three main ways, all of which are unlikely to occur at work:
 - unprotected anal, oral or vaginal sex (which means sex not using a latex condom) with someone who has the virus;
 - sharing needles for injecting drugs (like cocaine, heroin or steroids with someone who has the virus, or using the same tattoo or piercing needles);
 - during pregnancy, at birth or through breast-feeding a baby can get the virus if the mother has HIV.
6. In some work settings employees will be handling blood, or body fluids which may contain blood, and will need to take precautions every time they handle such products.
7. Research has shown no one can get the virus from common, everyday behaviours like shaking hands, working side-by-side, using the washroom or drinking from a water fountain.
8. A risk situation occurs when a body fluid (not including urine or feces) comes in contact with tissue under the skin, non-intact skin (chapped, abraded, oozing skin in appearance) or a mucous membrane (eye, nose, throat). When individuals are required to deal with potentially infectious substances, Standard Precautions should be used to prevent skin and mucous membrane exposure to blood and other body fluids containing visible blood. (See Appendix A for Standard Precautions and Appendix B for Regulations.)

9. Information with respect to HIV/AIDS, Hepatitis B, and Hepatitis C, including medical updates, appropriate safety precautions, and relevant Board policies and procedures will be made available to all personnel.

B. STUDENTS WITH HIV/AIDS

1. The identity of a student who is HIV positive will be kept confidential unless disclosed by the student's parent/guardian, or by the student if over the age of 18.
2. Under the Health Protection and Promotion Act, a physician making a diagnosis of HIV or AIDS will report this to the Medical Officer of Health (MOH). (A conference is held involving the MOH or delegate, the physician, and the patient, if 18 years of age or older, or the parents/guardians if the student is under 18, to determine whether the patient poses a risk to him or herself, staff members or other students, and whether the patient can perform school work.) Only in cases where repeated behaviours or circumstances of potential risk or inability to perform usual studies will a report be made to the Board. In all other cases, no report will be made and the student may continue to attend in normal fashion.
3. Where the Medical Officer of Health determines that a student who is HIV positive or is diagnosed with AIDS poses a risk to her or himself, personnel, or other students, or is unable to perform school work, the MOH will advise the Director of Education or designate.
4. It is the personal responsibility of a student with HIV infection, if 18 years of age or over, or the parents/guardians if the student is under 18, to ensure that no other student or personnel is put at risk. Should a risk arise, the student, if 18 years of age or over, or the parents/guardians if the student is under 18, should report the medical condition on a confidential basis to the Director of Education or designate through the attending physician and the Medical Officer of Health.
5. Upon receipt of information from the Medical Officer of Health or delegate, the Director (or designate) will convene a meeting involving the MOH, the attending physician, the Superintendent of Schools, the Principal, and the parents/guardians of the student if under 18, or the student, if 18 years of age or over, to determine appropriate modifications to the educational program of the infected student while minimizing the risk to other students and personnel.

This panel will consider and make recommendations concerning the extent of participation in certain activities such as field trips and contact sports, and will also determine the extent to which information regarding the student's medical condition will be shared with other personnel. Where a student is under 18, staff should also determine from parents/guardians whether the student has been advised that he/she is infected with HIV and act in accordance with parent's direction concerning the student's knowledge of his/her condition.

C. PERSONNEL WITH HIV/AIDS

1. The identity of any personnel who is HIV positive will be confidential unless disclosed by the individual who is infected.
2. Under the Health and Promotion Act, a physician making a diagnosis of HIV or AIDS will report this to the Medical Officer of Health (MOH). (A conference is held involving the MOH or delegate, the physician, and the patient, to determine whether the patient poses a risk to him or herself, other personnel or other students, and whether the patient can perform normal employment duties.) Only in cases where repeated behaviours or circumstances of potential risk or inability to perform usual duties will a report be made to the Board. In all other cases, no report will be made and the staff member may continue to work in the normal fashion.
3. Where the MOH determines that a staff member who is HIV positive or diagnosed with AIDS poses a risk to her or himself, other personnel, or students, or is unable to perform his/her normal employment duties, the MOH will advise the Director of Education or designate.
4. It is the personal responsibility of a staff member with HIV infection to ensure that no other student or personnel is put at risk. Should a risk arise, the staff member should report the medical condition on a confidential basis to the Director of Education or designate through the attending physician and the MOH.
5. Upon receipt of information from the MOH or delegate, the Director (or designate) will convene a meeting involving the MOH, the attending physician, the Superintendent of Human Resources, and the appropriate supervisor to determine reasonable and appropriate modifications that may be made to the staff member's assigned duties while minimizing risk to other personnel and students

6. In the event that a staff member, because of HIV infection, is deemed, through medical evidence, to be no longer capable of performing normal duties, reasonable arrangements may be made so that the staff member may continue to work in some other capacity, either at the workplace or through some other reasonable alternative arrangements where the staff member can fulfill the duties assigned.
7. Board personnel with HIV infection will be entitled to full access to all normal benefits held by the employee, in accordance with the relevant terms and conditions in place at the time.
8. Personnel who are infected with HIV/AIDS will be referred to information and educational programs on HIV/AIDS, as well as to relevant counselling i.e., EAP, and appropriate referral.

D. CURRICULUM

1. Principals will ensure that the mandated Ministry curricula are implemented in the specified and required grades.