



Background

The existence of numerous communicable diseases, including Human Immunodeficiency Virus (HIV) /Acquired Immune Deficiency (AIDS) requires Schools to establish procedures regarding the management of infected students and staff. Such procedures reflect both the preservation of the public interest as well as the protection of individual rights and freedoms.

Calgary Girls Charter School is committed to the humane, caring treatment of students and staff infected with communicable diseases within an environment that protects the health and safety of all students and staff.

Procedures

1. Normally, students with communicable diseases will be dealt with in accordance with the provisions of the Public Health Act.
2. Children with HIV/AIDS shall be allowed to attend school programs in an unrestricted setting unless, in the opinion of the local Medical Health Officer, special circumstances dictate otherwise.
3. Students with HIV/AIDS have the right to privacy and confidentiality.
4. Information about communicable diseases will be provided to students as part of the regular instructional program as specified within the Alberta Program of Studies and related Curriculum Guides.
5. Employees infected with communicable diseases shall be allowed to continue normal duties unless:
 - 5.1 In the opinion of the local Medical Health Officer, special circumstances dictate otherwise; or
 - 5.2 The job of the employee requires that the employee be free from any communicable diseases.
6. The right of infected employees to privacy will be respected and their identity will remain confidential.
7. Employees who are unable to continue their duties as a result of having a communicable

disease shall have full access to sick leave, long-term disability and other medical benefits provided for by the benefit plans.

8. Procedures for dealing with employees who may be exposed to HIV/AIDS virus will be consistent with Occupational Health and Safety requirements.
9. In the event that an employee indicates that s/he has been infected with a communicable disease, the Superintendent and Principal will review procedures to be followed.
10. If, in the opinion of the attending physician, an infected employee is no longer capable of working, the matter will be dealt with in the same way as other illnesses that impair an employee's capacity to work.

Reference:

Education Act s. 3, 11, 27, 52, 53, 54, 196, 197, 222

Emergency Medical Aid Act

Freedom of Information and Protection of Privacy Act Health Information Act

Occupational Health and Safety Act

Public Health Act

Communicable Disease Regulation (AR 238/85)

Ministerial Directive 4.1.1 – HIV / AIDS in Educational Settings



Ongoing learning sessions to educate staff and students about the control of communicable diseases is to focus on research-informed precautionary measures, including the following:

1. Hand Washing

- 1.1 To effectively wash hands, use plain soap and vigorously rub together all surfaces of lathered hands for at least twenty (20) seconds. Rinse thoroughly under a stream of water. Avoid the use of abrasive soaps and brushes.
- 1.2 Hands and any skin surface contaminated with blood or other body fluids are to be washed thoroughly as soon as practicable.

2. Coughing Etiquette

- 2.1 Staff and students are to practice proper coughing etiquette.

3. Use of Protective Clothing and Equipment

- 3.1 Employees must use disposable rubber or latex gloves to handle or clean up blood and body fluids. Take care when removing used gloves.
- 3.2 Hands are to be washed after gloves are removed.
- 3.3 Waterproof coverings are to be used on open cuts or sores.

4. Clean up of Blood and Body Fluids

- 4.1 Contaminated surfaces must be disinfected.
- 4.2 Mops and cleaning rags must be disinfected.

5. Laundering of Clothing and Linen

- 5.1 Clothing and linen soiled with blood or other body fluids are to be laundered in as hot water as the material will allow. If necessary, soiled articles may be rinsed in cold water prior to laundering.

6. Disposal of Contaminated Wastes

- 6.1 Contaminated wastes must be secured in a sealed double plastic bag and clearly labeled before discarding with routine garbage.
- 6.2 Sharp objects, such as broken glass that may be contaminated with blood, are to be discarded in sturdy puncture-proof plastic or metal containers (such as an empty coffee can) with a firmly fitting lid.
- 6.3 All used needles and other sharp objects that pose a risk to other people, must be disposed of in a sharps container.

Note: For reliable, up to date health information on a variety of topics visit Alberta Health Services: <http://www.albertahealthservices.ca>

For a list of infectious diseases visit the Public Health Agency of Canada at: <http://www.phac-aspc.gc.ca/id-mi/index-eng.ph>