

COMMUNICABLE DISEASES

Background

The existence of numerous communicable diseases, including Acquired Immune Deficiency Syndrome (AIDS) requires Divisions to establish procedures with regard to 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.

The Division is committed to the humane 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 a communicable disease 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. The right of infected students to privacy will be respected by staff, including the confidentiality of records.
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 various collective agreements and 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 as outlined in Appendix A.
9. In the event that an employee indicates that they have been infected with a communicable disease, the supervisor shall immediately contact the Superintendent to 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.
11. In all cases, the confidentiality of the persons affected by the disease shall be reserved for those who need to know on the basis of providing appropriate programs or services for the persons affected.

Adopted/Revised: JUN 2016/NOV 2019

Reference: Section 11, 33, 52, 53, 196, 197, 222 Education Act
Emergency Medical Aid Act
Freedom of Information and Protection of Privacy Act
Health Information Act
Occupational Health and Safety Act
Public Health Act
Charter of Rights and Freedoms (Canada)
Communicable Disease Regulation (AR 238/85)
Ministerial Directive 4.1.1 – HIV / AIDS in Educational Settings
Occupational Health and Safety Code
Occupational Health and Safety Regulations