

NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD

ACQUIRED IMMUNE DEFICIENCY SYNDROME AND RELATED INFECTIONS

AG 11.0
NPS 95-99

POLICY:

THE NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD recognizes the right of students to an education and of staff to gainful employment, and shall respond to individuals suffering from AIDS or an AIDS related infection in a compassionate manner consistent with the gospel message of Jesus Christ.

It shall be the policy of the NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD to acknowledge the rights to privacy of any student or employee with AIDS or an AIDS related infection.

A student with AIDS or an AIDS related infection who requests delivery of educational services in a way other than the current classroom placement, shall be provided with appropriate arrangements, taking into consideration the needs of that student and the health of other students.

Alternative instruction for such students will be provided by teachers who agree to provide such instruction.

Every effort will be made to allow employees with AIDS or an AIDS related infection to work as long as they are able within The NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD, provided that they do not pose a health hazard to themselves or to others. If a particular work situation is considered dangerous to the infected person, efforts will be made to place the person in a less threatening situation.

The above policy statement is based on current medical opinion and advice provided by the Ontario Ministry of Health and the Ontario Ministry of Education and Training. The Board will endeavour to provide to its employees the most current information as it becomes available. For additional information, consult the Board document "Policy and Information Pamphlet on AIDS".

ADMINISTRATIVE GUIDELINES/PROCEDURES/INFORMATION

1. Students Infected with AIDS Virus

The identity of a student infected with the AIDS virus shall be protected.

- 1.1. The student's identity should be protected unless the attending physician deems it necessary that school authorities be informed.
- 1.2. When school officials have been informed, a meeting of the Superintendent of Education, the principal, the family physician, the Medical Officer of Health and the student's parents shall be called to determine any further course of action. All records of such meetings shall remain confidential to those attending.

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- 1.3. A student infected with the AIDS virus or an AIDS related infection shall not be excluded from regular classes unless the family physician and/or the Medical Officer of Health advise otherwise.

2. School Personnel Infected with the AIDS Virus

The identity of school personnel infected with the AIDS virus shall be protected.

- 2.1. The employee's identity shall be protected unless the attending physician deems it necessary that the employer be informed.
- 2.2. When the employer has been informed, a meeting of the employer's representative, the family physician, the Medical Officer of Health, the employee, and one other individual at the invitation of the employee, shall be called to determine any further course of action. All record of such meetings shall remain confidential to those attending.
- 2.3. An employee infected with the AIDS virus or an AIDS related infection shall not be excluded from employment unless the family physician and/or the Medical Officer of Health advise otherwise.
- 2.4. Where the physical condition of any employee infected with the AIDS virus or an AIDS related infection poses a health risk, that person may be excluded from employment only on the advice of the Medical Officer of Health and/or the family physician, and in accordance with the provisions of the applicable collective agreement or employment contract.

3. Precautions for Staff and Students Exposed to Blood/Body Fluids at any Time

The following procedures are recommended for individuals who must handle body fluids such as blood, vomit, stool, urine, etc.:

- 3.1. Under the law in Ontario, AIDS is a disease reportable to the local Medical Officer of Health.

Although casual contact with individuals having such diseases POSES NON SPECIFIC RISK, it clearly is prudent to prevent exposure to contaminated blood or body fluids.

- 3.2. Disinfection of soiled objects and surfaces - Objects or surfaces which are visibly soiled with blood/body fluids of any persons, regardless of AIDS infection, should be wiped clean with soap and water and then disinfected with bleach solution. A freshly prepared 1:10 dilution of household bleach in water is recommended as the disinfectant. The person doing the cleaning SHOULD WEAR DISPOSABLE GLOVES to avoid exposure to open sores. Disposable materials such as paper towels should be used. If a mop is used, it should be rinsed in disinfectant before being used again.

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<p>Clothing and linens visibly soiled with blood/body fluids should be rinsed in cold water and ordinary household laundry detergent or dry cleaned. Disposable gloves should be worn by the person who is rinsing the clothes. All disposable articles soiled with blood/body fluids should be placed in a plastic bag, closed with a twist tie, and then placed in a regular garbage container.</p> <p>3.3. <u>Administering First Aid</u> - In an emergency situation, preliminary first aid should be administered. As soon as possible, thereafter, all blood/body fluids should be washed off in hot, soapy water. It should be emphasized that careful handwashing is an effective and reliable precaution. DISPOSABLE GLOVES should be worn, if possible, to avoid exposure of open sores and/or broken mucous membranes. If blood/body fluids do come into contact with an open sore, it should be washed promptly in hot soapy water.</p>	