

Halton District School Board

Operational Policies/Procedures

NUMBER:	<i>to be determined</i>
TOPIC:	Human Immunodeficiency Virus (HIV) – Including Acquired Immune Deficiency Syndrome (AIDS)
EFFECTIVE:	February 2004
CROSS-REFERENCE:	
REVISION DATE:	February 2007
RESPONSIBILITY:	Office of the Director

POLICY STATEMENT:

The Halton District School Board

recognizes that pupils infected with Human Immunodeficiency Virus (HIV) have the right to attend their regular classes

recognizes the health and safety of all staff and pupils within the Board's jurisdiction be ensured

recognizes that the identity of a pupil or staff member with HIV infection must be kept confidential

recognizes that a staff member infected with HIV infection has the right to continue employment

recognizes that the Medical Officer of Health, under the Health Protection and Promotion Act, 1983, has the responsibility of decreasing or eliminating as necessary, the risk to health presented to individuals and the community

PROCEDURE:

1. General

- 1.1 The Medical Officer of Health or designate will assess each referral from a medical practitioner and will discuss all aspects of the person's health status with the family physician or consultant specialist.
- 1.2 The Medical Officer of Health or the family may decide to inform the Principal/Superintendent of this medical information. The Principal or Superintendent will notify the Medical Officer of Health that the family or patient, if an adult, has shared this information.
- 1.3 If any disclosure of HIV infection to other staff is required, the Medical Officer of Health will confer with the family, Principal/Superintendent and the designated staff.

2. Pupils

- 2.1 The attending physician will make the determination of whether or not a pupil with HIV infection is fit or unfit to attend school based on an individual assessment and ongoing monitoring of the pupil's medical status and behaviour characteristics.
- 2.2 Alternate instruction for pupils excluded from school will be provided.
- 2.3 Unless the Medical Officer of Health determines otherwise pupils who have a family member with HIV infection may not be excluded from school.

3. Staff
 - 3.1 The attending and/or occupational physician will make the determination of whether or not a staff member with HIV infection is fit or unfit to continue to work based on an individual assessment and ongoing monitoring of the staff member's medical status and behaviour characteristics.
 - 3.2 Unless the Medical Officer of Health determines otherwise staff members who have a family member with HIV infection may not be excluded from work.
 - 3.3 Where a staff member with HIV infection becomes too ill to work, full access to sick leave, long term disability and medical benefits should be ensured.
4. Principal
 - 4.1 The School Principal is responsible for initiating staff awareness about HIV infection and for implementing Board Operating Policy/Procedures.
 - 4.2 Sanitary procedures for the handling of all bodily fluids from all persons as attached should be reviewed annually with all staff members.
 - 4.3 Education of staff members, parents and students is of primary importance in reducing the risk of infection. Information shall be provided through the curriculum, parent meetings and professional development sessions. Public Health Nurses are available to assist in parent, staff and student presentations. The Medical Officer of Health and Public Health Nurse will provide fact sheets and updated information on a regular basis.

FIRST AID PROCEDURES

GENERAL FIRST AID FOR ANY PERSON

1. Wash hands before proceeding.
2. Organize materials for cleansing and dressing the wound.
3. Where blood or other body fluids are involved as with an open wound, menstruation, bleeding nose, saliva, etc. disposable latex gloves must be worn.
4. Soiled gloves, paper towels plus any other disposable materials to be placed in a garbage bag and discarded in the garbage.
5. Any articles, furniture, door knobs, etc. soiled with any body fluid to be cleansed with diluted bleach (one part household bleach to 10 parts water).
6. Wash hands thoroughly with soap and water after administering the first aid.

If blood accidentally enters an open cut or sore on the first aid giver's hands etc.:

1. Wash hands thoroughly with soap and water.
2. Contact family physician for advice.