

Administrative Procedure 162

COMMUNICABLE DISEASES

Background

The existence of numerous communicable diseases, including Acquired Immune Deficiency (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. Further, the following guiding principles are to apply:

- Catholic institutions will be characterized by the same compassion, love and support for the suffering that is typified in the ministry of Jesus.
- On the basis of natural justice and fairness, no student or staff member will be excluded from school or work.

Procedures

1. Normally, students with communicable diseases will be dealt with in accordance with the provisions of the Public Health Act.
2. Children with Acquired Immune Deficiency Syndrome (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. 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. The Principal shall ensure these education programs are taught in accordance with the religious studies curriculum and in the context of the teachings of the Catholic Church.
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.
 - 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.

Reference: Section 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
Communicable Disease Regulation 238/1985
Personal Information Protection Act
Ministerial Directive 4.1.1 – HIV / AIDS in Educational Settings

Administrative Procedure 162 – Appendix A

COMMUNICABLE DISEASES PRECAUTIONS

The following information is excerpted from an Occupational Health and Safety publication in relation to AIDS in the Workplace - Universal Precautions for Workers Who May Be Exposed To HIV, October, 1988, (AWP - 02).

It is recommended that each Principal/Department Head arrange to discuss the appropriate precautions with his/her specific work area.

"Although the risk of being infected with HIV (the AIDS virus) through occupational exposure is very low, workers who are exposed to blood and body fluids should take appropriate precautions. Health care and pre-hospital emergency care, dental, laboratory and funeral service workers are likely to be in situations where they may be exposed to blood or other body fluids. In general, workers should minimize direct contact with blood or other body fluids, and take precautions against penetrating injuries from needles and other sharp objects. Taking such precautions will not only protect against HIV but also against more infectious agents such as hepatitis B and some other hospital-acquired infections."

"Tests for HIV infection are not 100% accurate...This means that blood and certain body fluids should be handled as if they could be infectious, and all patients should be handled in a way that minimizes exposure to blood and these body fluids. Universal precautions apply to blood, other body fluids containing visible blood, semen and vaginal secretions. They also apply to tissues and cerebrospinal, synovial and pleural, peritoneal, pericardial and amniotic fluids. They do not apply to nasal secretions, sputum, saliva, sweat, tears, vomitus, urine and feces unless they contain visible blood.

Specific procedures may be obtained through the Occupational Health and Safety Department that deal with the following precautions:

1. Minimize direct contact with blood and body fluids.
2. Establish procedures for cleaning spills and contaminated surfaces.
3. Disinfect and sterilize equipment.
4. Launder soiled linen and clothing.
5. Dispose infectious waste.
6. Establish a list of procedures for the employee should exposure occur.

Reference: Section 33, 52, 53, 196, 197, 222 Education Act
Emergency Medical Aid Act
Freedom of Information and Protection of Privacy Act
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Public Health Act
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Ministerial Directive 4.1.1 – HIV / AIDS in Educational Settings

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LIST OF COMMUNICABLE DISEASES

Acquired Immunodeficiency Syndrome (AIDS)	Q-Fever
Amebiasis	Rabies
Anthrax	Rye Syndrome
Arboviral Infections (including Dengue)	Rickettsial Infections
Botulism	Rocky Mountain Spotted Fever
Brucellosis	Rubella (including Congenital Rubella)
Campylobacter	Rubeola
Cerebrospinal Fluid Isolates	Salmonella Infections
Chickenpox	Shigella Infections
Cholera	*Stool Pathogens, all types
Congenital Infections (includes Cytomegalovirus, Hepatitis B, Herpes Simplex, Rubella, Toxoplasmosis, Varicella-Zoster)	Tetanus
Dengue	Toxic Shock Syndrome
Diphtheria	Tuberculosis
Encephalitis (specified or unspecified)	Tularemia
*Enteric Pathogens	Typhoid
*Foodborne Illness	Typhus
*Gastroenteritis, epidemic	Varicella
Giardiasis	Viral Hemorrhagic Fevers (including Marburg, Ebola, Lassa, Argentinean, African Hemorrhagic Fevers)
Hemophilus Influenza Infections (invasive)	*Waterborne Illness (all causes)
Hemolytic Uremic Syndrome	Yellow Fever
Hepatitis A, B, Non-A, Non-B	
Kawasaki Disease	
Lassa Fever	
Legionella Infections	
Leprosy	
Leptospirosis	
Malaria	
Measles	
Meningitis (all causes)	
Meningococcal Infections	
Mumps	
Neonatal Herpes	
Nosocomial Infections	
Ophthalmia Neonatorum (all causes)	
Paratyphoid	
Pertussis	
Plague	
Poliomyelitis	
Psittacosis	

* Enteric Pathogens, Foodborne Illness, Gastroenteritis, epidemic and Waterborne Illness include the following and any other identified or unidentified cause: Aeromonas; Bacillus cereus; Campylobacter; Clostridium botulinum and; perfringens; Salmonella; Shigella; Staphylococcus; Viruses such as Norwalk and Rotavirus; Yersinia

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