

ACQUIRED IMMUNODEFICIENCY SYNDROME (A.I.D.S.)
- POLICY -

The Board of Education recognizes that it has a responsibility to assure that public schools provide a safe environment for all of its students and employees.

In this regard, the Board recognizes that children afflicted with Acquired Immune Deficiency Syndrome (A.I.D.S.) have a right to attend their regularly assigned classes, or, when the virus poses an identified health or safety risk in his/her regular program, to have alternate arrangements for instruction provided. All school district employees infected with the A.I.D.S. virus shall have the right to continue their employment as provided for by their contract or collective agreement. The identity of all persons, both students and personnel, infected with the A.I.D.S. virus shall be confidential.

In developing policy and procedures in relation to Human Immunodeficiency Virus (H.I.V.)/Acquired Immunodeficiency Syndrome (A.I.D.S.) related health issues, the Board of School Trustees relies on the most recent medical and legal opinions available in safeguarding the well-being of students and staff. Regulations and procedures developed under the broad headings of Students, Employees, Education, Information, and Policy will be reviewed on a regular basis to enable the incorporation of changes or additions as new information presents itself.

Information on the A.I.D.S. virus and the prevention of its transmission shall be provided as part of the school education program.

This policy and accompanying regulations have been developed in accordance with Section 91 of the School Act and with input from the B. C. School Trustees' Association, the Vancouver Island North Teachers' Association, the Canadian Union of Public Employees Local 401, Parent Advisory Committees, and the District Medical Health Officer.

For the purpose of this policy and regulations, an employee shall be defined as any adult, salaried or volunteer, working within the school system.

– REGULATION –

1. STUDENTS

- 1.1 The confidential nature of the identity of a student infected with the A.I.D.S. virus shall be maintained at all times. Dissemination of information shall be restricted to those who need to know.
 - 1.1.1 Where the District Medical Health Officer considers it necessary to inform school officials of a student's infection, the parents/guardian (and student, if appropriate) must be made aware of the intention to inform and should participate during the exchange of information to ensure that everyone involved in the education and supervision of the student understands the situation and the implications of any action which may be taken.
 - 1.1.2 When the school District Medical Health Officer decides to inform school officials of a student's infection, the information shall be conveyed first to the Board of School Trustees. The Board of Education, in consultation with the District Medical Health Officer and the Superintendent of Schools, shall determine those in the school system who need to know and would be based on those directly responsible for the education and supervision of the student.
- 1.2 A child afflicted with the A.I.D.S. virus shall not be excluded from school unless the District Medical Health Officer so advises.
- 1.3 An uninfected student who has a family member with the A.I.D.S. virus infection shall not be excluded from school for this reason.
- 1.4 Where the physical condition or behaviour of a student infected with the A.I.D.S. virus poses a health or safety risk to him/herself, classmates or employees in his/her school environment, alternative arrangements for instruction shall be provided. Decisions regarding alternative arrangements for instruction shall be made on a case-by-case basis and will be based on the least restrictive alternative. The District Medical Health Officer, in consultation with the individual's physician, shall make the decision on what constitutes a health or safety risk.
- 1.5 An appropriate first aid kit shall be maintained in each school and workplace within the school district, equipped for universal precautions (e.g., rubber gloves and disinfectant for clean-up).

2. EMPLOYEES

- 2.1 The confidential nature of the identity of any school personnel infected with the A.I.D.S. virus shall be maintained at all times. Dissemination of information shall be restricted to those who are responsible for the supervision of the employee.
 - 2.1.1 When the District Medical Health Officer considers it necessary to inform school officials of a school employee's infection, the school employee must be made aware of the intention to inform the Board of Education.
 - 2.1.2 The Board of Education and the Superintendent of Schools, in consultation with the District Medical Health Officer, shall determine those in the school system who need to know.
- 2.2 Prior to informing anyone else within the district, a written consent for disclosure must be obtained from the infected employee. In the event a written consent is not obtained, only the Superintendent of Schools shall be informed.
- 2.3 An employee infected with the A.I.D.S. virus will be allowed to continue working at his/her regular job/position/appointment until such time as physical disability impedes work performance significantly.
- 2.4 Where the physical condition and job-related activities of any employee infected with the A.I.D.S. virus poses a health or safety risk to him/herself or others because of his/her A.I.D.S. virus related condition, that person may be excluded from his/her assigned duties only after recommendation by the District Medical Health Officer and in accordance with his/her medical benefits and his/her collective agreement. (Refer to Section 92 of the School Act.)
- 2.5 An uninfected employee who has a family member with the A.I.D.S. virus infection shall not be excluded from his/her employment for this reason.

3. EDUCATION – STUDENTS

Instruction on the nature of the A.I.D.S. virus, the transmission of the virus, and measures to prevent transmission of the virus shall be included in the school curriculum. Provision shall be made for parent orientation regarding program content prior to implementation of instruction.

- 3.1 A mandatory unit of study shall be part of the health education/family life program in grades seven through twelve.
- 3.2 A unit of study related to the concept of communicable diseases shall be a part of the health curriculum from kindergarten through grade six.

4. INFORMATION ON THE A.I.D.S. VIRUS FOR EMPLOYEES

- 4.1 All school personnel shall receive ongoing in-service training on the nature, transmission, and measures to prevent transmission of the A.I.D.S. virus.
- 4.2 Staff responsible for providing an educational program to students with A.I.D.S. will receive information and training from appropriate medical and/or district personnel. This training will include necessary information concerning the student's medical condition, methods to ensure against transmission of the disease, and appropriate instructional strategies.

5. POLICY REVIEW

- 5.1 Where new medical information regarding the A.I.D.S. virus infection comes to the attention of the District Medical Health Officer, and such new information has implications for change in these policies or guidelines, a meeting of the joint committee, with representation from the Board of Education, principals/vice-principals, the Vancouver Island North Teachers' Association, the Canadian Union of Public Employees Local 401, District Parent Advisory Committees, and the District Medical Health Officer, shall be convened immediately. These regulations shall be reviewed at least annually and revised to reflect new medical information regarding the A.I.D.S. virus infection.
- 5.2 Developments in the following areas should be watched as more definitive information becomes available.
 - 5.2.1 The legal rights of students and district employees.
 - 5.2.2 Appropriate hygienic measures and procedures which should be taken to reduce the risk from exposure to known and unknown sources of the A.I.D.S. virus.
 - 5.2.3 Curriculum and other materials designed to instruct and inform students, district employees, and the public regarding A.I.D.S.
 - 5.2.4 New findings in the medical community.

6. SAFETY HEALTH PRECAUTIONS

- 6.1 District employees (child care workers, teachers, secretaries, principals/vice-principals, bus drivers, noon-hour supervisors) who provide health services to students shall be given training in safety procedures for all body secretions.

- 6.2 Adequate first aid supplies will be provided, in all district buildings, for the safe handling of all body secretions.
- 6.3 Safety precautions, with appropriate supplies, shall be followed as per Appendix 1 – attached Public Health Precaution sheet for dealing with A.I.D.S. patients.

APPENDIX I – PRECAUTIONS FOR DEALING WITH AIDS PATIENTS

Hands	<ul style="list-style-type: none"> • gloves for blood/body fluids • soap and water
Masks	<ul style="list-style-type: none"> • direct, sustained contact with cough
Goggles	<ul style="list-style-type: none"> • blood/body fluid spattering
Gowns	<ul style="list-style-type: none"> • if blood/body fluid soiling likely • disposable or use once and launder
Needles and Syringes *	<ul style="list-style-type: none"> • use disposables, draw bleach into syringe, place syringe and needle in puncture-resistant container, into plastic bag and discard with household garbage
Sphygmomanometer * Stethoscope *	<ul style="list-style-type: none"> • if visibly contaminated, wipe with 10% bleach
Thermometer	<ul style="list-style-type: none"> • warm, soapy water, soak in 70% alcohol for 10 minutes
Linen	<ul style="list-style-type: none"> • wash in hot, soapy water ± bleach **
Dishes	<ul style="list-style-type: none"> • NO special precautions necessary • Automatic dishwasher or hot, soapy water
Waste	<ul style="list-style-type: none"> • separate container lined with plastic bag, into plastic bag and discard
Bathrooms	<ul style="list-style-type: none"> • may be shared, clean visible soiling with 10% bleach
Equipment *	<ul style="list-style-type: none"> • use disposable if possible • clean with 10% bleach • instruments and trays - boil for 10 minutes
Specimens *	<ul style="list-style-type: none"> • leak-proof container, wipe exterior with 10% bleach • label
Personal Articles	<ul style="list-style-type: none"> • do not share toothbrushes, razors, razor blades, (discard razor blades as needles)

** Mix 1 part household bleach & 9 parts cold water fresh daily

Adoption Date: Dec. 1988

Revised Apr. /90; Feb. 12/13; Feb. 17/14

APPENDIX II – SUMMARY OF THE MEDICAL FACTS ABOUT A.I.D.S.

The following is a summary of the medical characteristics of A.I.D.S. and the virus which causes it.

1. A.I.D.S. is caused by infection with a virus called Human Immunodeficiency Virus, often referred to as H.I.V.
2. The virus first appeared in humans in the 1970s and is believed to represent a new virus which never existed before.
3. The virus may be transmitted from person to person by one of five means:
 - i) sexual transmission;
 - ii) transfusion of blood products or transplants of tissues which are infected with the virus;
 - iii) use of contaminated needles or syringes;
 - iv) prior to or at the time of birth from an infected mother to her infant;
 - v) in an occupational health setting where individuals are exposed to blood and body secretions.

There is no credible evidence of any other mode of transmission and, in particular, no credible evidence of any transmission by casual or social contact, even close domestic contact.

4. Although the virus has been found in tears and saliva and is presumed present in other body fluids and secretions, there is no recorded incidence of transmission of the virus or the disease by any means other than the five mentioned. It is unlikely that the virus can be transmitted through tears or saliva.
5. For the purposes of our discussion, those exposed to the H.I.V. virus, sufficient to cause an immune response and the development of antibody to H.I.V., may be classified into three categories. In ascending order of seriousness and descending order of frequency, these groups are as follows:
 - i) those who are H.I.V. antibody positive: this indicates exposure to the virus;
 - ii) those who have A.I.D.S. Related Complex (A.R.C.): the presence of one or more ailments associated with the immune system;
 - iii) those who have the clinical disease A.I.D.S. as defined by the Center for Disease Control in Atlanta, Georgia.

APPENDIX II – SUMMARY OF THE MEDICAL FACTS ABOUT A.I.D.S. (cont'd)

6. Of those who have the clinical disease A.I.D.S., all will eventually die in an average of two years and rarely in more than four years from the time of diagnosis.

7. Of those persons who are antibody positive for H.I.V., recent studies suggest that approximately 35% will develop the clinical disease A.I.D.S. within 88 months of infection.
8. Epidemiologic study of the disease suggests that the following persons are in high risk groups for exposure to an infection by the H.I.V. virus:
 - i) intravenous drug abusers;
 - ii) recipients of blood transfusions, blood products, sperm or body tissues not obtained from a safely screened pool;
 - iii) heterosexual partners of infected individuals or those in the high risk groups;
 - iv) sexually active homosexual and bisexual men;
 - v) infants of women infected with H.I.V.;
 - vi) prostitutes and their clients;
 - vii) individuals who have sexual intercourse with persons from areas where A.I.D.S. is endemic.
9. Present laboratory methods include only tests to determine the presence of the H.I.V. antibody. The tests have both false positive and false negative results in significant numbers.
10. From a public health point of view, it would be reasonable to consider all persons who are confirmed antibody positive to be potentially infectious at all times. As some infected individuals may not have developed antibodies to the virus and may never do so, members of high risk groups should consider themselves potentially infectious until further information is available.