

# AP 161 – HIV / AIDS

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## Background

Recognizing it is not required that a student, parent or guardian or employee disclose any medical diagnosis, the Division will assist and support students and employees who acknowledge the diagnosis with AIDS or a positive test for HIV. In accordance with provincial Human Rights legislation and this administrative procedure, the well-being and rights of students and staff shall be considered in all educational work environments.

The worth of each individual shall, at all times, be upheld. This ascertain, in terms of the Acquired Immune Deficiency Syndrome (AIDS) means that we must treat with knowledge, compassion and understanding both the victims of the disease and those who work and learn in the same educational environment as the victim. The Division shall provide an awareness program in our schools so that students at all levels are aware of the seriousness of the disease. These teachings will in all cases be presented in accordance with Catholic moral teaching principles.

## Procedures

In dealing with cases of communicable diseases, the following procedures are supplementary to those actions required by Section 231 of the Education Act and the Public Health Act.

1. Pertaining Specifically to Students Infected with HIV or AIDS
  - 1.1 Upon receipt of a medical diagnosis that a student who is enrolled or seeking enrolment in the school system has AIDS or is infected with HIV, the Deputy Director of Education or designate shall consult with and follow the advice of the Medical Health Officer for the Health District. The Medical Health Officer shall be requested to consult with the student's parent(s)/guardian(s) and the attending physician.
  - 1.2 Dissemination of information regarding the infected student shall be restricted to those who need to know, as determined by the Deputy Director of Education or designate, in consultation with the Medical Health Officer and the student's attending physician. The student's health information will be treated in confidence and not shared without the consultation with and knowledge of the student (or parent/guardian.)
  - 1.3 An infected student shall not be excluded from the regular educational program except on the recommendation of the Deputy Director of Education or designate following consultation with the Medical Health Officer and the student's attending physician.
  - 1.4 Where an infected student is excluded from school, every attempt shall be made to provide an alternate educational program. Decisions regarding appropriate educational settings shall be made on a case-by-case basis.

2. Pertaining Specifically to Employees Infected with HIV or AIDS
  - 2.1 Upon receipt of a medical diagnosis that an employee has AIDS or is infected by HIV, the Director will consult with and follow the advice of the Board's medical advisor and the Medical Health Officer for the Health District. The Medical Health Officer shall be requested to consult with the employee and the attending physician.
  - 2.2 Dissemination of information regarding the infected employee shall be restricted to those who need to know, as determined by the Deputy Director of Education, in consultation with the Medical Health Officer and the patient's attending physician. The employee's health information will be treated in confidence and not shared without the consultation with, and knowledge of the employee.
  - 2.3 An infected employee shall not be prevented from working for the Division except on the recommendation of the Deputy Director of Education, following consultation with the Medical Health Officer and the employee's physician.
  - 2.4 Where an infected employee is excluded from his/her usual place of employment, every attempt shall be made to provide alternate employment. Decisions regarding appropriate settings shall be made on a case-by-case basis.
3. Administrative Procedure 160 – Appendix: Universal Precautions shall be followed by all schools.
4. All employees and students shall be made aware of the risk of transmission of the HIV virus through the handling of blood and other bodily fluids.
5. Instruction concerning AIDS will be included in:
  - 5.1 Kindergarten to grade six through a program stressing compassion and care for individuals who are terminally ill whether this is be from AIDS or any other life threatening diseases. This programming stressing the worth of each individual could be given by either: the classroom teacher, a resource person or the religious education coordinator.
  - 5.2 Grades seven to twelve using Teen-Aid as a vehicle for delivery. In this way, chastity and the sanctity of marriage can be built naturally into the program.
    - 5.2.1 Grades seven to ten using the Department of Education guidelines on AIDS.
    - 5.2.2 Grades eleven and twelve in the sections dealing with morality and marriage.
6. In all cases, when essential technical information is given it must be adapted to the developmental stages of the students.
  - 6.1 Information must be presented in a Catholic ethical context, the teacher making it clear that the acceptable way to avoid AIDS is to practice chastity before marriage, and to confine sexual activity to monogamous marriage.
  - 6.2 Qualified and competent speakers may be invited to address students about most recent medical research in AIDS.
  - 6.3 Print material pertinent to the topic and in concert with the philosophy of this policy may be used in presenting these topics.

6.4 The explanation of the program to parents will be done as new aspects are introduced (e.g. K-6 program).

Reference: Sections 85, 87, 108, 109, 141, 175, 178, 227, 231 Education Act  
Public Health Act