

## **154 - HIV/AIDS IN EDUCATIONAL SETTINGS**

### **Background**

The Division believes the risks associated with students/staff that become infected with HIV/AIDS must be balanced with the educational needs and rights of all individuals in the school community.

The Division supports the guidelines developed jointly by Alberta Education and the Alberta Occupational Health and Safety Branch, and has used these in establishing local procedures regarding HIV/AIDS.

This administrative procedure is based on current medical information that indicates HIV/AIDS is a very serious disease, but that it is not transmitted by ordinary casual contact.

The Division recognizes that a person diagnosed as being HIV positive may or may not develop AIDS as a result.

### **Guidelines**

The actions of the Division will be guided by the following principles:

1. The Division will strive to protect the rights and health interests of individuals in accordance with the laws of this country.
2. The Division will consult with appropriate qualified authorities, when necessary, in order to resolve issues related to the HIV/AIDS disease.
3. The Division will endeavor to provide accurate, objective and current information on the subject through approved curricula and programs.

### **Procedures**

1. The Wild Rose School Division will respond to infected students/staff on a case-by-case basis. The Superintendent, in consultation with the appropriate Health Unit and the patient's physician, will determine when it is necessary to inform others of a risk situation.
2. All staff should only handle body fluids when the necessary precautions have been undertaken, including the use of rubber gloves. These are provided for employee use.
3. Students testing HIV positive or developing AIDS:
  - 3.1 Shall have the right to continue to attend school;

- 3.2 Shall have confidentiality maintained to the greatest extent possible; and
  - 3.3 Shall be provided with teaching assistance and/or alternate programming to allow the continuation of studies in keeping with the student's ability to undertake them.
4. Employees testing HIV positive or developing AIDS:
    - 4.1 Shall continue to be employed by the Division in keeping with his/her ability to perform assignments;
    - 4.2 Shall have confidentiality maintained to the greatest extent possible;
    - 4.3 The health of the employee may result in periodic changes in assignment based on the recommendation of the attending physician in consultation with the Superintendent; and
    - 4.4 When an employee with an HIV/AIDS related illness becomes too sick to work, the same access to usual employee benefits will be provided as are accorded by the Division to other employees who are ill.
  5. Staff who test positive for the HIV virus, or develop AIDS are expected to notify the Superintendent, and undertake to provide medical reports as required on the current status of that person's condition in order that any appropriate accommodation regarding the person's employment can be considered.
  6. Students who test positive for the HIV virus, or develop AIDS are expected to notify the Superintendent, and undertake to provide medical reports as required on the current status of the student's condition in order that any appropriate accommodation regarding the student's personal and learning needs can be considered.

Reference: Section 60, School Act  
Ministerial Directive: HIV/AIDS in Educational Settings