

*SCHOOL DISTRICT NO. 67 (OKANAGAN SKAHA)*

**POLICY**

**POLICY      #270    AIDS**

**RATIONALE**

The Board recognizes the need to ensure that all stakeholders understand both the nature of the Acquired Immune Deficiency Syndrome and the rights of individuals within its community.

**POLICY**

AIDS awareness programs will be incorporated into educational programs to provide information to employees and students. Procedures will be established to ensure that rights to education and to work are maintained as long as is possible under varying sets of circumstances for those affected by AIDS or its related virus.

ADOPTED: November 8, 1999

Reviewed/Revised:  
Statutory Reference:

## REGULATIONS AND PROCEDURES

POLICY #270 AIDS

1. For purpose of this policy the following definitions apply:  
  
"AIDS"  
Acquired Immune Deficiency Syndrome.  
This is the most severe manifestation of the HIV infection. When an individual is diagnosed as having "AIDS", he/she is not only infected with HIV but the immune system is so damaged that otherwise rare diseases (called "opportunistic") develop.  
  
"HIV"  
Human Immunodeficiency Virus  
This is the AIDS virus; it is also referred to as a HTLV-III, ARV, LAV.
2. Educational programs will be made available for both employees and students in order to increase awareness and knowledge of HIV infection and AIDS. These programs must cover the means of transmission and means of increasing protection from AIDS.
3. In order to handle emergent cases effectively and sensitively, early advice must be given as follows:
  - a) Parents or guardians of children identified as having AIDS are required to advise the superintendent of their child's condition.
  - b) Employees who have AIDS are required to inform the superintendent or the secretary-treasurer.
  - c) Under the *School Act*, teaching personnel who suspect that a student is suffering from a communicable disease are required to report this to the school medical officer, to the school principal and to the superintendent.
4. All information about a student's or employee's condition will be regarded as confidential.
5. Since blood and other body fluids/excretions may carry infectious agents, schools will adopt hygienic practices for handling and cleaning environmental soiling:
  - a) All employees will be instructed concerning precautions needed in the event of a spill or discharge of blood or other body fluids/excretions.
  - b) Gloves will be provided and worn in cleaning activities.
  - c) All spills or discharges should be cleaned up using a suitable disinfectant (e.g. one part bleach and nine parts water).
  - d) All materials and waste which result from a cleanup will be disposed of in leak proof containers.

6. Upon learning of an HIV/AIDS situation, the superintendent will convene a meeting to assess benefits and risks to the affected individual and others in the school setting. The school medical officer, the affected individual (or parent/guardian) and/or the principal in the case of a student (and the physician involved) are normally convened. The secretary-treasurer takes the place of the superintendent in the case of non-teaching employees.
7. The affected individual may continue in his/her situation as long as his/her duties, behavior and physical condition permit safe and productive efforts.
8. When and if continuation in the school setting is not possible, alternate educational service will be provided for the student, and alternate assignment or long-term disability options will be discussed with the employee.