

## Administrative Procedure 161 - Communicable Diseases

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### Background

The risks associated with students/staff who become infected with notifiable communicable diseases (<https://www.alberta.ca/notifiable-disease-guidelines.aspx>) must be balanced with the educational needs and rights of all individuals in the school community.

As with all health related matters the direction of Alberta Health shall be sought and followed by the Division.

### Background

The existence of numerous communicable diseases, including Acquired Immune Deficiency Syndrome (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.

For a list of Communicable Diseases see <https://www.alberta.ca/notifiable-disease-guidelines.aspx>

### Procedures

1. Normally, students with communicable diseases will be dealt with in accordance with the provisions of the *Public Health Act*.
2. Children with a communicable disease shall be allowed to attend school programs in an unrestricted setting unless in the opinion of Alberta Health Services, 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.
5. Employees infected with communicable diseases shall be allowed to continue normal duties unless:
  - 5.1 In the opinion of the local Medical Officer of Health, special circumstances dictate otherwise; or
  - 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 access to sick leave, long term disability and other medical benefits where such are provided for by the various collective agreements, employment agreements, and benefit plans unless specifically outlined under specific protocols.

8. Procedures for dealing with employees who may be exposed to HIV (AIDS virus) will be consistent with Occupational Health and Safety requirements.
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 the 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.
11. In all cases, the confidentiality of the persons affected by the disease shall be reserved for those who need to know on the basis of providing appropriate programs or services for the persons affected.
12. Site supervisors, in consultation with the Assistant Superintendent of Human Services, are required to ensure appropriate measures are in place to ensure disinfection and sanitization protocols are in place.

Reference: Education Act Section 33, 52, 53, 196, 197, 204, 222, 225

Emergency Medical Aid Act  
Protection of Privacy Act  
Health Information Act  
Occupational Health and Safety Act  
Public Health Act  
Charter of Rights and Freedoms (Canada)  
Communicable Disease Regulation 238/1985  
Occupational Health and Safety Code  
Occupational Health and Safety Regulations

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