
Purpose/Background

The existence of numerous communicable diseases 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 well-being of students and staff infected with communicable diseases within an environment that protects the health and safety of all students and staff.

Procedures

1. The right of employees and students infected with a communicable disease to privacy will be respected and their identity will remain confidential.
2. In all cases, the confidentiality of the employees and students 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.
3. Students infected with a communicable disease will be supported in accordance with the provisions of the Public Health Act.
4. Students infected with a communicable disease shall be allowed to attend school programs, unless, in the opinion of the local Medical Officer of Health, special circumstances dictate otherwise.
5. 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.
6. Employees infected with communicable diseases shall be allowed to continue normal duties unless:
 - 6.1 In the opinion of the local Medical Officer of Health, special circumstances dictate otherwise;
or
 - 6.2 The job of the employee requires that the employee be free from any communicable diseases.
7. Employees who are unable to continue their duties as a result of having a communicable disease shall have full access to sick leave, long term disability and other medical benefits provided for by the various collective agreements and benefit plans.
8. In the event that an employee indicates that they have been infected with a communicable disease, the supervisor shall immediately contact the Associate Superintendent of Human Resources to review procedures to be followed.
9. 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.

Reference:

- Safe Work Practice – Control of Infectious Substances
- Safe Work Practice – Needle Sharps Exposure and Disposal
- Public Health Act