



CALGARY BOARD OF EDUCATION

Administrative Regulation 1005 - Acquired Immune Deficiency Syndrome (AIDS)

The Calgary Board of Education, in co-operation with Calgary Health Services and other members of the health community, promotes a program to inform students and staff about Acquired Immune Deficiency Syndrome (AIDS) and supports the humane, responsible, and compassionate treatment of students, staff, and volunteers with AIDS.

A. EDUCATION FOR HEALTH PROMOTION

1. Programs for Students

- a. As an integral part of the Health curriculum, all students from Grades 4 to 12 shall be provided with information about Acquired Immune Deficiency Syndrome (AIDS), subject to parent approval.
- b. The Program Services Centre shall be available as a resource, as requested, for principals to call on for information about AIDS within the Alberta Health Curriculum.

2. Information for Staff

- a. The classroom teacher or teacher assigned to conduct the Health curriculum will be provided with opportunities for training related to information about the disease AIDS and appropriate teaching methodology.
- b. Within sixty (60) days of the acceptance of this regulation, and as needed thereafter, all staff employed by the Calgary Board of Education will be provided with an information leaflet or publication on AIDS distributed under the authority of the Chief Superintendent of Schools.
- c. Information on AIDS in general, and in particular on the application of Policy and Regulation 1,005, shall be provided to administrative staff including principals. These sessions shall be organized by the Staff Development Department and utilize the resources of the Program Services Centre.
- d. The publication prepared by the Chief Superintendent shall also be distributed through principals to volunteers who regularly work in our schools.

3. **Information for Parents**

Information on AIDS in general, and in particular on the application of Policy and Regulation 1,005, shall be provided to parents through the channels of communication available within the school.

B. **AIDS CASES**

1. **Definition**

For purposes of this regulation, an AIDS case is defined as an individual who is diagnosed as having AIDS.

2. **Medical Officer of Health**

The Medical Officer of Health of the City of Calgary shall advise the Board of any situation which in the Medical Officer's opinion presents a hazard to students, staff, or volunteers in a school.

C. **AIDS CASES AMONG STAFF**

1. **Disclosure of Diagnosis**

It is the duty of a teacher or other employee who is frequently absent from work or who is absent for a prolonged period to provide the Division of Human Resources, upon request, with information concerning the illness and treatment which prevents or interferes with work. AIDS shall be treated as any other disease which may interfere with the ability of an employee to regularly perform duties.

2. **Confidentiality**

The Board will preserve as confidential the identity of an employee who has been diagnosed as having AIDS.

3. **Continuing to Work**

Employees diagnosed as having AIDS who wish to continue work and who are able to meet the requirements of the job shall be permitted to continue in their position.

4. **Benefits**

a. If an employee diagnosed as having AIDS wishes to take medical leave, there shall be full access to sick leave, long-term disability, and medical benefits as provided for the employee in the particular collective agreement.

- b. If an employee diagnosed as having AIDS elects to continue work and later becomes too ill to continue, that employee shall be covered as stated in Section C(4)(a) above.
- c. Employees diagnosed as having AIDS will have available counselling to assist them in dealing with personal, medical, or financial difficulties.

D. STUDENTS DIAGNOSED AS AIDS CASES

1. Disclosure of Diagnosis

In the case of a student under the age of eighteen (18) diagnosed as having AIDS, the parent or guardian of the student may inform the principal of the diagnosis. A student over the age of eighteen (18) may inform the principal.

2. Education Programs

- a. The principal who has been advised under section D(1) of the identity of a student who has AIDS shall keep the matter confidential.
- b. Students diagnosed as AIDS cases shall be eligible for home schooling if necessary.

1. PROGRAMS FOR STUDENTS

It shall be the responsibility of the Program Services Centre to provide accurate and updated information about AIDS to be incorporated into the Health Curriculum.

2. PRECAUTIONS

Staff members who may have occasion to handle body fluids in the course of their work should exercise normal precautions. In the case of staff members who have open wounds or lesions on their hands or exposed parts of their body, the use of protective gloves is recommended. Appropriate disinfectant and cleaners should always be used in cleaning body fluids from floors, walls, and clothing. The Safety Office may be consulted if there is doubt as to which disinfectants or cleaners should be used.

3. A STUDENT DIAGNOSED AS AN AIDS CASE

- a. The parents, guardian, or student may disclose to the principal when a diagnosis of AIDS is made. In such a case, the principal shall inform the Area Superintendent of the fact that a student has been identified as an AIDS case. Without identifying the student, the principal may also contact the Program Services Centre and/or the Medical Officer of Health in order to obtain updated and current information about AIDS.

- b. In the event that concern arises within the community about a student or staff member having AIDS, the principal, without confirming whether or not there is an AIDS case within the school, shall provide information and support to parents utilizing the professional health advice available from the Medical Officer of Health and the Program Services Centre. The Area Office should also be informed of the means by which this information will be disseminated to parents.

4. **STAFF DIAGNOSED AS AIDS CASES**

If in the opinion of the principal or manager, an employee loses the capacity to work, the matter shall be dealt with as in any other situation where an illness prevents employees from performing their responsibilities. The matter shall be referred to the Superintendent of Human Resources for appropriate action. In this regard, staff diagnosed as having AIDS are treated in no different a way from staff diagnosed with any other illness.

Approved: February 9, 1988

Re-issued: February 15, 2003