

The Durham Catholic District School Board
"The Board"

POLICY

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

POLICY AREA: **HUMAN RESOURCES**
POLICY #PO302

PURPOSE

The Durham Catholic District School Board is responsible for the education of all students enrolled in its schools.

APPLICATION/SCOPE

The Board endeavours to protect the physical welfare of all staff and students.

PRINCIPLES

The Durham Region Medical Officer of Health has the ultimate responsibility for the general health and welfare of all residents of Durham. We as a Catholic community must express sympathy and compassion to all those in need, each individual, staff member or student has the right to be treated as a unique being of our Creator.

GUIDELINES

The Director of Education shall ensure that the following guidelines with respect to this communicable disease are followed:

- The identification of any individual who develops this disease will be kept in the strictest confidence.
- The Director of Education upon being made aware of any individual with AIDS will immediately inform the Medical Officer of Health for Durham Region.
- As long as the Medical Officer of Health believes the individual to be of no danger to students or staff, the individual may continue to work or attend school.
- Staff members shall be encouraged to treat any individual(s) afflicted with AIDS in a Christian manner.
- Counselling through the Employee Assistance Program will be made available to any employee infected with AIDS.

GUIDELINES – Cont'd

- When a staff member becomes too ill to continue to work, the individual shall be afforded rights to all benefits as per the respective collective agreement.
- Where the physical conditions or behaviour of a student infected with AIDS poses a health risk to others, alternative instructions may be provided.
- Decisions regarding alternative instruction will be made on a case-by-case basis.
- Alternative instruction for students infected with AIDS may be provided by teachers who, fully understand the situation of a student who has developed AIDS-related illnesses, and agrees to provide their services.