



## **BLOOD BORNE PATHOGENS**

### **GOVERNANCE POLICY**

#### **CONTENTS**

#### **1.0 PRINCIPLES**

#### **2.0 POLICY FRAMEWORK**

#### **3.0 AUTHORIZATION**

#### **1.0 PRINCIPLES**

- 1.1. In regard to all matters related to Human Immunodeficiency Virus (HIV), Hepatitis B, and Hepatitis C (Blood Borne Pathogens), the South Shore Regional Centre for Education (SSRCE) shall base all policies and practices upon the most reliable medical opinion available.
- 1.2. The SSRCE shall ensure that the identity of students infected with any blood borne pathogen remains confidential, subject to the SSRCE's legal obligations. Students infected with these viruses shall have the right to attend their regular classes. Only when the physical condition or behavior of students infected with these viruses poses a health or safety risk in their classroom, shall alternate arrangements for instruction be provided.
- 1.3. The SSRCE shall ensure that the identity of employees infected with a blood borne pathogen remains confidential, subject to the SSRCE's legal obligations. They shall have the right to continue their employment until such time as their physical condition or behavior poses a health or safety risk to others in their work environment. Employees who are excluded from employment because of the effect of a blood borne pathogen on either themselves or others shall have access to the benefits prescribed by contract and/or by SSRCE policy.
- 1.4. If a staff member becomes aware that a person in school may be infected, they shall report this directly to the principal. If it involves an employee who serves the region, the Regional Executive Director shall be notified.
- 1.5. The SSRCE shall review this policy and procedures at least once a year or any time should a change in medical opinion so warrant, in consultation with the Medical Officer of Health.

#### **2.0 POLICY FRAMEWORK**

- 2.1. This policy complies with the Education Act and other related provincial acts and policies.
  - 2.1.1. SSRCE Occupational Health and Safety Program Manual

#### **3.0 AUTHORIZATION**

The Regional Executive Director is authorized to issue procedures in support of this policy.

## **BLOOD BORNE PATHOGENS**

### **ADMINISTRATIVE PROCEDURES**

#### **CONTENTS**

#### **1.0 PROCEDURES**

#### **2.0 RESPONSIBILITIES**

#### **1.0 PROCEDURES**

- 1.1. A student shall not be excluded from school because of a blood borne pathogen infection, except under the direction of the Medical Officer of Health.
- 1.2. An uninfected student who has a family member with a blood borne pathogen infection shall not be excluded from school because of the infection. If, in consultation with the Medical Officer of Health, it is recommended that a child be removed from the normal classroom situation, the school shall provide alternative arrangements for instruction. Instruction will be provided by teachers (if required) who agree to provide their services.
- 1.3. An employee shall not be excluded from employment because of a blood borne pathogen infection, except under the direction of the Medical Officer of Health.
- 1.4. An uninfected employee who has a family member with a blood borne pathogen infection shall not be excluded from their employment because of the infection.
- 1.5. When it is recommended that an employee be excluded from employment because of their HIV, Hep B, and Hep C viral related condition, that person shall only be excluded from their employment in accordance with their collective agreement. Reassignment will be considered by the Regional Executive Director, provided that the employee is qualified to hold other positions.
- 1.6. Employees excluded from employment because of their HIV, Hep B, and Hep C viral related condition shall have access to claim for benefits as provided by provincial and local contracts and/or SSRCE policy, including sick leave, early retirement, salary continuation, or long-term disability, provided that the employee has purchased such coverage and that the HIV, Hep B, or Hep C viral related condition is covered by the applicable insurance company.
- 1.7. Subject to guidelines approved by the Nova Scotia Department of Education and Early Childhood Development, instruction on the nature of blood borne pathogens, the transmission of the viruses, and measures to prevent transmission of the viruses shall be included in the school curriculum. Additionally, all school personnel shall be instructed on the nature, transmission, and measures to prevent transmission of blood borne pathogens.
- 1.8. Universal Precautions will be followed at all times by staff as outlined in the Blood Borne Pathogen Exposure Plan, SSRCE Occupational Health and Safety Program Manual.
- 1.9. The SSRCE will contact the Medical Officer of Health or Public Health Services if more information is required with respect to a student or staff with a blood borne pathogen infection.

#### **2.0 RESPONSIBILITIES**

It shall be the responsibility of the Regional Executive Director to ensure these administrative procedures are followed.