



**SUPPORT FOR PERSONS WITH COMMUNICABLE
DISEASES, INCLUDING BLOOD-BORNE
COMMUNICABLE DISEASES**

#2-02

Approved: June 23, 1993 by: Board of Governors
Effective: June 23, 1993
Date to be Reviewed: 2007

POLICY

- 1. The College recognizes that persons suffering from communicable diseases including blood-borne communicable diseases have the same rights and responsibilities as other employees and students to continue their regular work and learning for as long as they are able provided that the health, safety and well-being of others are not affected.**
- 2. In the prevention of the transmission of communicable diseases, the College shall follow the guidelines of recognized authorities such as Health and Welfare Canada, the Centre for Disease Control, provincial and local public health authorities.**
- 3. The College recognizes that a doctor who is an expert in the particular disease shall be responsible for evaluating the health of an employee or student and for determining the person's capacity to continue to perform the duties and responsibilities of a position or to complete the learning objectives of an educational program.**
- 4. The College recognizes that employees and students have a right to privacy.**
- 5. The College will not permit any form of discrimination against persons infected with blood-borne communicable diseases such as AIDS (Acquired Immune Deficiency Syndrome) and HIV (Human Immune Deficiency Virus).**
- 6. The College recognizes that there is no legal requirement for either a person suffering from blood-borne communicable diseases such as the AIDS (Acquired Immune Deficiency Syndrome) virus, or his/her treating physician to disclose the diagnosis to the College. In the event that the employee or student choose to impart this information, the information will be treated in strictest confidence.**

- 7. Consultation between the College and the individual's personal physician will be conducted only after the individual has provided written consent.**
- 8. The College recognizes its educational role and will provide adequate information to all concerned on the subject of blood-borne communicable diseases.**

PURPOSE

The purpose of this policy is to recognize the rights of persons (employees and students) suffering from communicable diseases, including blood-borne communicable diseases, while at the same time protecting the health, safety and well-being of all members of the College community.

The implementation of this policy emphasizes the role that the College must assume with its community, at the level of education, prevention and confidentiality. Blood-borne communicable diseases include diseases such as AIDS (Acquired Immune Deficiency Syndrome), HIV (Human Immunodeficiency Virus) and HBV (Hepatitis B Virus).

The College will be guided in the application of this policy by current research, medical advice from physicians with expertise relevant to the particular disease, and local health authorities with responsibility for health issues in the community.

Accordingly, this policy establishes the following objectives:

OBJECTIVES OF POLICY

- a. To provide a safe working and learning environment for all members of the College community;
- b. To facilitate and accommodate persons suffering with communicable diseases including blood-borne communicable diseases so that they can continue to attend at the College for as long as they are able;
- c. To accommodate persons suffering from communicable diseases as much as is practicable; and
- d. To recognize that persons suffering from blood-borne communicable diseases have the right of privacy and to be treated in a confidential, caring and supportive manner.

Definitions:

AIDS: Acquired Immune Deficiency Syndrome.

An individual diagnosed as having AIDS is believed to be infected with HIV (Human Immune Deficiency Virus) but the immune system is so damaged that otherwise rare diseases (called “opportunistic diseases”) may develop.

HIV: Human Immune Deficiency Virus.

Sero Positive Tested: A blood test has indicated that the individual is infected with the AIDS (Acquired Immune Deficiency Syndrome) Virus. There may be no signs of illness.

HBV: Hepatitis B Virus.

This is an infectious inflammatory condition of the liver.

UNIVERSAL PRECAUTIONS:

In August, 1987, the Center for Disease Control in Atlanta issued updated recommendations for prevention of HIV (the virus believed to result in AIDS) transmission in health-care settings. These recommendations have been adopted by Health and Welfare Canada. The following are the salient points:

1. Sharp items that have been used (needles, scalpel blades, and other sharp instruments) should be considered as potentially infected and be handled with extraordinary care to prevent accidental injuries;
2. Disposable syringes and needles, scalpel blades, and other sharp items should be placed into puncture-resistant containers, located as close as practical to the area in which they are used. To prevent needle stick injuries, needles should not be recapped, purposely bent, broken, removed from disposable syringes, or otherwise manipulated by hand;
3. When the possibility of exposure to blood or other body fluids exists, routine recommended precautions should be followed. The anticipated exposure may require gloves alone, as in handling items soiled with blood or equipment contaminated with blood or other body fluids, or may also require gowns, masks, and eye coverings when performing procedures involving more extensive contact with blood or body fluids, as in some dental or endoscopic procedures, or post mortem examinations. Hands should be washed thoroughly and immediately if they accidentally become contaminated with blood; and
4. To minimize the need for emergency mouth-to-mouth resuscitation, mouthpieces, resuscitation bags, and other ventilation devices should be strategically located and available for use in areas where the need for resuscitation is predictable.

To these precautions should be added the recommendation that health-care workers who have dermatitis, chapped hands, or fresh cuts must be especially careful to wear protective gloves when in a situation where they might come into contact with any blood or body fluids.

Cross Reference:

See also Communicable Diseases: Person with a Blood-Borne Communicable Disease
Policy #2-01