



Responsibility: *Superintendent, Human Resource Services*

Legal References: *Human Rights Code*

Related References: *Region of Waterloo Public Health  
Employee Collective Agreements*

Revisions:

Reviewed: *January 2016*

## 1. Preamble

The procedures that follow provide guidelines and expectations for responding to both students and employees with HIV/AIDS.

## 2. General

Acquired Immune Deficiency Syndrome (AIDS) is the advanced stage of disease caused by the Human Immunodeficiency Virus (HIV). The virus attacks and damages the body's immune and nervous systems. This leaves people living with AIDS susceptible to infections and diseases that can cause death. These diseases pose no threat to the health of the general public. Current evidence indicates that casual person-to-person contact, as normally occurring in a school setting, poses no risk of HIV transmission.

The mandate of the Region of Waterloo Public Health (<http://chd.region.waterloo.on.ca/en/>) is one of protection of the public, as well as supporting individuals in the community who are infected/affected with HIV. The Region of Waterloo Public Health AIDS/STD program staff and the Medical Officer of Health are available as a resource to school staff, parents and students about HIV issues.

## 3. Students with HIV/AIDS

3.1 The school may learn that a student is infected with HIV from the student/parent/family who may wish the school to know for the well being of the student/other students. The school must maintain confidentiality and only inform other school personnel on a need-to-know basis, and only with parental/student permission.

The staff of the Region of Waterloo Public Health are available to provide consultation to the school on what might constitute a need-to-know basis in terms of when it would and would not be appropriate to share information with other school personnel, etc., as well as to provide general advice on the management of such situations.

3.2 Every possible precaution will be taken to ensure the identity of a student with HIV/AIDS is protected.

3.3 Home instruction will be provided to a student, when possible, where there is medical evidence that the student cannot attend school.

## 4. Employees with HIV/AIDS

- 4.1 Every possible precaution will be taken to ensure the identity of an employee with HIV is protected. The right to privacy and to medical information held in the strictest of confidence according to law will be upheld.
- 4.2 Employees infected with HIV have the right, subject to the terms of his/her employment, to continue their employment as long as they are able to perform the responsibilities of their position with the Board.
- 4.3 Employees infected with HIV related illnesses who become too ill to work will have full access to sick leave, medical benefits and other provisions that exist for that employee within their collective agreement.