



Administrative Procedures

COMMUNICABLE, INFECTIOUS OR CONTAGIOUS DISEASES AND HEALTH AND SAFETY OF STAFF AND STUDENTS (Policy Statement: Communicable, Infectious or Contagious Diseases and Health and Safety of Staff and Students)

Purpose

This administrative procedure sets out the process of reporting and managing communicable, infectious or contagious diseases in the workplace.

References

Health Protection and Promotion Act, RSO 1990

The Education Act, RSO 1990

KFLA Public Health – Reportable Diseases of Public Health Significance

Hasting Prince Edward Public Health – Reportable Diseases

Renfrew County and District Public Health – Reportable Diseases

Applicable Collective Agreement or Terms of Employment

Procedures

1 Reporting of Communicable, Infectious or Contagious Diseases

The principal of a school must report to Occupational Health and Safety and to the Medical Officer of Health when they have reason to suspect the existence of any designated infectious, communicable or contagious disease in the school. This requirement includes both students and staff members. No other person, except the principal is required to report.

A report must be made to the local Medical Officer of Health when there is an occurrence of a reportable disease as required under [Ontario Regulation 135/18](#) - Designation of Diseases and in accordance with the timelines prescribed by Ontario Regulation 135/18 – Designation of Diseases.

Except as to the above obligations to report, the principal is bound by the requirement of confidentiality. With respect to the obligation to report to the Board, only the disclosure of non-identifying information will be transmitted to the Board of Trustees at the discretion of the Director of Education.

2 Response to Medical Officer of Health

It is recognized in these procedures that the local Medical Officer of Health has a key role to play

and that the Board and its officials will cooperate fully with the Medical Officer of Health in the discharge of their duties as required under the Acts and Regulations.

Under the Health Protection and Promotion Act, the Medical Officer of Health has considerable responsibility to investigate and act to reduce or eliminate the risk of health. This includes the giving of such orders to the school board, the school, the principal or others with the school system, parent or one or more pupils, or anyone else described in that order to accomplish their mandate.

Except as to communication of information necessary to carry out their duties, it is not expected that the Medical Officer of Health will confirm to any person within or outside the school system, the presence of a communicable, infectious or contagious disease in any staff person or student, except on a strict "need to know" basis, consistent with the legislated authority of the Medical Officer of Health.

3 Confidentiality and Privacy

It is the intention of this policy and these procedures to recognize the right of the person with a designated reportable disease to privacy and confidentiality except as specifically required by the Acts, Regulations or this policy. Every attempt must be made by the principal to ensure that the rights of privacy and confidentiality are maintained.

4 Rights of Employees

Except as to the action taken by the Medical Officer of Health with respect to their mandate, and except for the normal duties and rights of the Board with respect to any employee's ability to perform his/her duties, the employee with a designated reportable disease has the right to expect fair treatment which includes privacy, confidentiality and support from the Board and its employees.

5 Rights of Students and Parents

Except as to the action taken by the Medical Officer of Health with respect to their mandate, and except for the duties of the Board with respect to a student's rights to attend school, the student and his parents have the right to expect fair treatment which includes the right to privacy, confidentiality and support from the Board and its employees.

6 Response to Reporting of Communicable, Infectious or Contagious Diseases

The Board recognizes its responsibility to the safety and protection of all staff and students against the spread of communicable, infectious, or contagious diseases through the occasion of possible contact or exposure within the school environment. To this end, the Board will follow the direction of the applicable Medical Officer of Health.

Upon advisement from a medical practitioner or the Medical Officer of Health or Health Unit Personnel, the principal shall readmit the student to the school. Provisions consistent with Board Policy shall be assumed should the administration of medication be necessary at school to complete the treatment for the condition beyond the isolation period.

During the absence from school, the principal shall endeavour to provide suitable curricular activities to the student should the parents/guardians request them.

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