



**Section Three: Staff**

*“Together We Learn”*

**340 – HUMAN IMMUNODEFICIENCY VIRUS (HIV)  
AND OTHER BLOOD-BORNE VIRUSES – EMPLOYEES**

**Introduction**

This policy explains the approach of the Board of Education to dealing with HIV and related issues. The definitions and procedures set out in this policy are subject to current medical knowledge and will be updated as required.

**Policy**

1. Employees who test HIV positive or have other blood-borne pathogens (e.g. Hepatitis B, C) shall be entitled to continue their work if they:
  - can carry out essential duties of their jobs in a satisfactory manner; and
  - do not pose a health or safety hazard to themselves or others.
2. There is no medical reason for an employee infected with HIV or any other blood-borne pathogens not to work. Therefore, the identity of school employees infected with blood-borne pathogens shall be confidential. Dissemination of information shall be restricted to those who need to be informed, the Superintendent of Schools and those who the Superintendent deems should be informed. In deciding who should be informed, the Superintendent shall seek the cooperation and assistance of the District Medical Health Officer.
3. Definitions:

**AIDS Acquired Immune Deficiency Syndrome**

This is the most severe manifestation of the HIV infection. When an individual is diagnosed with AIDS, they are infected with HIV, and the immune system is so damaged that other diseases (called “opportunistic infections or OIs”) develop.

**HIV Human Immunodeficiency Virus**

This is the virus that causes AIDS.

**HBV (Hepatitis B) and HCV (Hepatitis C) Pathogens**

These are the viruses responsible for Hepatitis B and C, inflammations of the liver spread by blood and serum driven fluids, and by direct contact with blood fluids.



School District No. 23 (Central Okanagan)

Policies And Procedures

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**Sero Converted or Tested Positive for HIV**

A blood test has indicated that the individual is infected with HIV. There may be no signs of illness.

Any reference in the policy and/or regulations to the term HIV refers to any or all of the above definitions, except HBV and HCV.