
COMMUNICABLE DISEASE

Effective Date: September 1, 2008

Responsibility: Vice President Student Services

Amends Policy dated: Handbooks, 2004

Policy Number: OAP 10

Scope: All University employees and students with a communicable disease or in contact with another employee or student with a communicable disease

Burman University has in place a Communicable Disease Policy. The purpose of the University Communicable Disease Policy is to prevent the spread of communicable diseases and to ensure the fair treatment of the infected individual.

Definitions

1. *Medical Officer of Health:* A physician appointed by a health unit or designated by the Minister under the *Public Health Authorities Act (PHA)* as a Medical Officer of Health. The Medical Officer of Health for Burman University is out of the Red Deer Regional Health Authority (403 341-2166): Communicable Disease Nurse Specialists (403 341-2106 or 403 341-2187).
2. *Communicable Diseases:* The following is the list of communicable diseases listed in the *PHA*:
 - a. Reportable: Acquired Immunodeficiency Syndrome—AIDS, Amebiasis, Neonatal Herpes, Anthrax, Nosocomial Infections, Arboviral Infections, Ophthalmia Neonatorum, Botulism, Paratyphoid, Brucellosis, Pertussis, Campylobacter, Plague, Cerebrospinal fluid isolates, Poliomyelitis, Chicken Pox, Cholera, Q-Fever, Congenital Infections, Rabies (including Cytomegalovirus, Hepatitis B, Reye Syndrome, Herpes Simplex, Rubella, Rickettsial Infections, Toxoplasmosis, Varicella-zoster) Rocky Mountain Spotted Fever, Dengue, Rubella (including Congenital Diphtheria Rubella), Encephalitis, specified or Rubeola unspecified, Salmonella Infections, Enteris Pathogens*, Gastroenteritis, epidemic, Stool Pathogens, all types*, Giardiasis, Tetanus, Haemophilus Influenzae, Hemolytic Uremic Syndrome, Hepatitis A, B, Non-A, Non-B, Tuberculosis, Kawasaki Disease, Tularemia, Lassa Fever, Typhoid, Legionella Infections, Typhus, Leprosy, Varicella, Leptospirosis, Viral Hemorrhagic Fevers, Listeriosis (including Marburg, Ebola, Lassa, Argentinian, African Hemorrhagic Fevers), Malaria, Measles, Meningitis, Waterborne Illness (all causes), Mumps, Tuberculosis, Meningitis, Yellow Fever.

*Enteric Pathogens, Foodborne Illness, Gastroenteritis, epidemic and Waterborne Illness include the following and any other identified or unidentified cause: Aeromonas; Bacillus cereus; Campylobacter; Clostridium botulinum and perfringens; E.Coli (enteropathogenic serotypes); Salmonella; Shigella; Staphylococcus; Viruses such as Norwalk and Rotavirus; Yersina.

- b. Non-Reportable: Human Immunodeficiency Virus--HIV. HIV is not listed in the *PHA* as a notifiable communicable disease. Therefore, individuals having HIV are not required by law to inform any Medical Officer or other persons of their infection.
3. *Universal Precautions*: In order to promote a safe and healthy life style, Burman University encourages all students, faculty and staff to adopt and implement universal hygienic practices. In the handling of blood or bodily fluids, any student, faculty or staff member will follow universal hygienic precautions to prevent the spread of communicable disease.

Reporting Procedures and Confidentiality

In keeping with the *PHA*, upon receipt of a report from any reputable source (i.e. personal physician, health department or individual) identifying any person(s) with a communicable disease, the following considerations and recommendations will be followed to protect the privacy of the infected individual(s):

1. Any student, faculty or staff member testing positive to a communicable disease or having suspicion of a communicable disease, should report to the Medical Officer of Health.
2. Any student, faculty or staff member suspecting or hearing rumour of an infected individual should report this information **ONLY** to the Medical Officer of Health. In the event that the Medical Officer of Health and/or his designate is unavailable, the BURMAN Guidance Counsellor may be consulted.
3. In the course of campus living and work, faculty, staff and students may learn personal information about the HIV-AIDS status of their peers. Responsible administrators, supervisors and staff are expected to caution faculty, staff and students about the importance of maintaining strict confidentiality of such information. Anyone wilfully or maliciously violating the HIV-AIDS confidentiality of others in the University community may be subject to disciplinary action, expulsion or dismissal.

4. When an individual is suspected of having AIDS, reporting requirements demand that it be reported to the Medical Officer of Health within 48 hours.
5. The *PHA* requires that communicable diseases including AIDS be reported to the Medical Officer of Health. Faculty, staff and students at Burman University will fulfill the requirements of the *PHA* by reporting all communicable diseases, to the Medical Officer of Health and/or the designates.
6. The Canadian Medical Association has established guidelines requiring confidential treatment of all employee and student health records. No information regarding the physical condition of any student or employee may be divulged or released unless “the written consent of the infected individual is secured.” No information relating to an individual’s work or health condition may be released without the written consent of the employee or student involved. The Nurses Code of Ethics and CMA Guideline--Acquired Immunodeficiency Syndrome makes an exception for releasing information without written consent in the event that failure to disclose information will place the infected individual or a third party in danger.
7. If the Medical Officer of Health determines the existence of a “need to know” third party, the Medical Officer will consult with the infected individual. The Medical Officer will release information only in accordance with all official medical guidelines.
8. All medical records will be kept confidential by the Medical Officer of Health to protect the individual’s right to privacy.

Accommodation and Access to Facilities

Any student, faculty or staff member having a communicable disease will be considered as having a physical disability and will, therefore, be governed by the Human Rights, Citizenship and Multiculturalism Act in terms of employment, academic and tenancy considerations.

Any student, faculty or staff member with a communicable disease is encouraged to seek emotional support from the University Guidance Counsellor. This service is provided by the school at no cost to the infected individual. All discussions between such parties will be kept confidential.

Any student, faculty or staff member with a communicable disease will not be denied access to University facilities such as health and recreation facilities, dining facilities, library or common school facilities unless the communicable disease requires isolation, quarantine or special measures as specified by the Alberta Public Health Act.

In accordance with the Human Rights, Citizenship and Multiculturalism Act, any student, faculty, or staff member with a communicable disease will not be denied an opportunity to live on campus or in school-owned properties. The school will not advise any persons on campus of the presence there of any individual with a communicable disease unless the disease is deemed reportable by the Public Health Act and places third parties at risk. In some circumstances, and with medical advice, the Medical Officer of Health may recommend to individuals with a communicable disease that they be assigned to private rooms or consider alternate housing arrangements to protect their health. BURMAN will make the necessary accommodations in accordance with dormitory and campus housing, financial policies and in conjunction with the out-of-dorm housing policies.

Employee Rights

No employee has, merely by the virtue of the presence of a person with a communicable disease in the workplace, the right to refuse to work in that workplace. Every attempt will be made to provide education and support for persons so affected, to enable them to fulfill their duties.

Infected employees have the right to expect that all reasonable accommodations and/or alternatives to the current work environment will be explored and attempted as long as they wish to work and are able to work.

Student Rights

Subject to the requirement of the *PHA* and its regulations, students and their parents have the right to expect fair treatment which includes the right to privacy, confidentiality and support from the school and its employees. No students will be excluded from attendance at the University merely because they have a communicable disease, unless such exclusion is mandated by the *PHA* and its regulations, or is deemed necessary by the Medical Officer of Health designated by the *PHA*.

Students with AIDS who cannot attend school in a regular way have the right to expect that all alternatives to the current school placement, such as correspondence and distance education, will be explored and attempted as long as students wish to be provided with an educational program and are able to profit from it as determined by their personal physician and the President of the institution. The administration at BURMAN is committed to working with students, as long as the school is able to provide a program that fits within its current educational structure.