POLICY:	COMMUNICABLE DISEASES	# 802
SECTION:	800 : Personnel and Employee Matters	Page 1 of 2
APPROVAL/REVISION DATE:	September 18, 2023	
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CROSS REFERENCE:	Education Act, Section 265 (1)(1) Occupational Health and Safety Act, R.S.O., 1990 Health Protection and Promotion Act, RSO 1990 Specification of Communicable Diseases, Ont. Reg 558/91 Specification of Reportable Diseases, Ont. Reg. 559/91 Municipal Freedom of Information and Protection of Privacy Act Ontario Human Rights Code Thunder Bay District Health Unit Common Childhood Infections - A Guide for Principals, Teachers and Child Care Providers Policy 313 - Privacy and Information Management Policy 1008 – Health and Safety	

POLICY

1. 1.1 The Thunder Bay Catholic District School Board is committed to:

- Providing a safe and healthy work environment for its employees in accordance with the Education Act, Health Protection and Promotion Act, Municipal Freedom of Information and Protection of Privacy Act, Ontario Human Rights Code and the Ontario Occupational Health and Safety Act.

- Taking every reasonable precaution to prevent the transmission of communicable and infectious disease.

GUIDELINES

2. **Definitions**

2.1 Communicable Diseases shall be defined as any condition that is transmitted directly or indirectly to a person from an infected person or animal.

3. **General Guidelines**

3.1 Principals and Supervisors are responsible for determining, through consultation with the Medical Officer of Health (Thunder Bay District Health Unit), whether a student or an employee may safely attend their usual school or work location.

3.2 If the Principal or Supervisor is of the opinion that a student in the school has or may have a communicable disease, which is reportable under the *Health Protection and Promotion Act* and its regulations, he or she shall report thereon to the Thunder Bay District Health Unit as soon as possible after forming the opinion.

CROSS REFERENCE:
- Education Act, Section 265 (1)(1)
- Occupational Health and Safety Act, R.S.O., 1990
- Health Protection and Promotion Act, RSO 1990
- Specification of Communicable Diseases, Ont. Reg 558/91
- Specification of Reportable Diseases, Ont. Reg. 559/91
- Municipal Freedom of Information and Protection of Privacy Act
- Ontario Human Rights Code
- Thunder Bay District Health Unit Common Childhood Infections - A Guide for Principals, Teachers and Child Care Providers
- Policy 313 - Privacy and Information Management
- Policy 1008 – Health and Safety

3.3 Principals or Supervisors must refer to *Ontario Regulation 559/91* and the Thunder Bay District Health Unit *Common Childhood Infections – A Guide for Principals, Teachers and Child Care Providers* for a list of reportable diseases.

3.4 The Principal or Supervisor shall ensure that they advise staff of the existence of any communicable disease, reportable under the *Health Protection and Promotion Act* and its regulations that may be present in the school. The Principal or Supervisor, through the Infectious Disease Program of the Thunder Bay District Health Unit, shall advise staff of any actual or potential risks associated with the disease, as well as provide information and instruction to ensure the health and safety of all the staff.

3.5 The Principal or Supervisor will notify parents/guardians on a regular basis of the need to advise the school should their child contract a communicable disease.

3.6 The Principal or Supervisor shall notify all incoming supply staff and visitors of the existence of any communicable disease reportable under the Health Protection and Promotion Act.

3.7 The Principal or Supervisor shall work with the parent/guardian and teacher upon receipt of the student's medical clearance to ensure a safe and timely return back to school.

4. **Confidentiality**

4.1 The identity of students or staff will not be released to the community or other individuals at the school in accordance with Section 39 of the *Health Protection and Promotion Act*.