



# Timaru Christian School Procedures

## **HS10 - HIV/AIDS and other Infectious Diseases**

The impact of HIV/AIDS and potentially infectious diseases is a concern in our community. The school has a responsibility to:

- ensure that staff, students, and parents receive honest and accurate information about the effects of HIV and other potentially infectious diseases.
- train staff and students to manage potentially hazardous situations involving these diseases.
- foster attitudes and skills that lead to an acceptance of those who have been identified with HIV, AIDS and other similar infections.
- ensure that employment and enrolment policies do not discriminate on the grounds of infection with HIV, AIDS or other similar infections.

### **Staff (teachers and ancillary staff) with HIV/AIDS Infection**

- The identity of a staff member with AIDS or HIV Infection should be protected.
- Staff members infected with AIDS or HIV infection have the right to continue their employment.
- If a staff member with an AIDS or HIV infection-related illness becomes too sick to work, they should have full access to sick leave and benefits.
- There should be no discrimination in recruitment against applicants internally or externally on the grounds that the applicant has HIV or AIDS.
- No employee or applicant should ever be required to take the test for HIV antibodies.

### **Students with AIDS or HIV Infection:**

- The identity of a student with AIDS or HIV infection should be protected.
- Students infected with AIDS or HIV infection should have the right to attend their regular classes.
- Where the physical condition or behaviour of a student infected with AIDS or HIV infection poses a health risk, alternative instruction should be provided.
- Decisions regarding alternative instructions should be made on a case-by-case basis.
- Alternative instruction for students infected with AIDS should be provided by teachers who fully understand the situation of a student who has developed AIDS or HIV infection-related illnesses and agree to provide their services.



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## **Disclosure of Infectious or Contagious Condition**

Children are entitled to an education free from discrimination. This policy manages the balance between the rights of students and staff, while supporting a student with an infectious or contagious condition. It helps the school to meet its responsibilities in providing a safe environment.

The school asks parents to disclose infectious or contagious conditions in the enrolment or application form, so that the school can provide support for the student. Disclosure is for the student's benefit and only those who "need to know" will be informed. Any disclosure is made in accordance with the Privacy Act, 1993.

The people who "need to know" are the principal, the board of trustees (in closed session), and the child's teacher.

At the discretion of the principal and board of trustees, others who may "need to know" include senior staff; any other staff member dealing with that student; any pupil or staff member who may have been at significant risk of contracting the infectious or contagious condition; and the Medical Officer of Health. The parent body is not informed of such disclosures.

The parents of the child are told who has been informed.