

Policy Title: Communicable Diseases

Category:	<input type="checkbox"/> Institutional - Board <input type="checkbox"/> Academic - Administrative <input checked="" type="checkbox"/> Institutional - Administrative <input type="checkbox"/> Employment - Administrative		
Approved by:	<input type="checkbox"/> Board <input checked="" type="checkbox"/> President		
Date approved:	October 26, 2023	Effective date:	October 26, 2023
Policy Sponsor:	Vice President, Administration & Finance	Date last reviewed:	October 26, 2023
Date of Mandatory Review (expiry date):	October 2028	Date of last revision of Procedures:	February 23, 2023

1. POLICY

1. CMCC is committed to providing a safe working, learning, and healthcare environment for the CMCC community by preventing and/or minimizing the transmission and impact of communicable diseases. CMCC will strive to implement and adhere to the guidance of Public Health and Ministry Officials relating to communicable diseases.
2. The CMCC community is to comply with CMCC Infection Control and Prevention Guidance Routine Practices and, if necessary, Additional Precautions and restrictions issued by CMCC or by Public Health Officials to reduce the risk of infectious or communicable disease transmission that would negatively impact the health and safety of the CMCC community and/or disrupt its operations.
 - a. The goal of Routine Practices (RP) and Additional Precautions (AP) is to reduce the risk of transmission of microorganisms in healthcare settings through understanding:
 - i. concepts of the chain of transmission,
 - ii. concepts and application of Routine Practices,
 - iii. barriers and enablers that affect compliance with Routine Practices,
 - iv. knowing why and when to use Additional Precautions, and when to apply and remove personal protective equipment correctly, when indicated.

3. Individuals who have or suspect they may have a communicable disease that could or will impact the health and safety of others at CMCC are expected to report their concerns to their health professional and adopt responsible healthcare practices to prevent or reduce the transmission of disease at CMCC.
4. The local Public Health authority will be contacted when a communicable disease must be reported and affected individuals will be provided with the appropriate information regarding instructions and next steps while maintaining privacy and adherence to legal requirements.
5. An Incident Command Team (ICT) in collaboration with the Joint Health and Safety Committee (JHSC) will manage risks presented by a communicable disease that significantly impacts CMCC operations and community health. It will work with the CMCC community to promote awareness and education based on guidance, orders, or directives from federal, provincial, and municipal government, including the Ministry of Colleges and Universities in dealing with communicable diseases.
6. The CMCC community will receive and/or provide services without discrimination based on illness or perceived illness in accordance with applicable law, accommodations, and exemptions, while safeguarding the health of the CMCC community.
7. CMCC reserves the right in accordance with legislation to mandate vaccination and/or request vaccination status of board members, visitors, students, employees, contract workers and volunteers for infections that pose a significant health risk to the CMCC community and/or disrupt CMCC operations. Should a mandate occur, a notification will be provided to the CMCC community prior to implementation.
8. Individuals in placements external to CMCC's campus are required to comply with vaccination policies of the external organization, as well as CMCC policies.
9. Equipment and supplies for infection prevention and control measures required for the health and safety of the CMCC community will be provided within reason.
10. In the event of an outbreak, full or partial areas on campus may be closed and procedures followed in accordance with the outbreak protocol outlined in CMCC's Infection Prevention and Control Guidance and recommended healthcare practices. Plans to continue operations will be implemented while safeguarding the health of the CMCC community.
11. In the event an infectious individual on campus requires isolation to protect the health and safety of the CMCC community, campus isolation procedures will be initiated as outlined in CMCC's Infection Prevention and Control Guidance.
12. CMCC reserves the right to exclude an individual from the institution's facilities, programs and functions if it finds that, based on a risk assessment or medical

determination, such restriction is necessary for the welfare of the individual who has the communicable disease and/or the welfare of others within the institution.

13. Information related to student, employee, visitor, board member, volunteer or contract worker vaccination status, health screening or testing may be collected, anonymized and/or aggregated for purposes such as workforce management, planning operations or for external reporting to government or public health if required and in accordance with legislation.
 - a. Only assigned personnel in the divisions of Human Resources, Student Services, Clinic, Information Technology, and administrative personnel managing infection protocols, will have access to some or all the information collected and stored under this Policy and must abide by CMCC's privacy and confidentiality policies and government regulations.
 - b. Where applicable law requires disclosure of personal information to health or other authorities, CMCC will comply with the law.
 - c. The information collected pertaining to an infectious illness will be retained as is required by CMCC according to government regulations. When no longer required, CMCC will securely destroy any personal information collected unless it has a legal obligation to retain it for a longer period.
14. This policy may be modified or superseded by directives, orders, and regulations issued by federal, provincial, City of Toronto and other regional municipalities, other regulatory or local public health agencies, or by affiliated organizations. CMCC reserves the right to amend this policy as necessary. Requirements may also be adjusted by CMCC subject to emerging provincial, city or campus conditions.
15. Individuals who do not comply with this policy and related procedures can be subject to disciplinary action up to and including expulsion (students), termination (employees and residents), voiding of contracts (contractors and service providers), removal or restriction from campus or clinic sites and reporting to the appropriate authorities.

2. PURPOSE

To promote a safe and productive work, educational, and clinical environment by minimizing the danger of communicable diseases and blood-borne pathogens through education, precaution, or elimination.

3. SCOPE

The CMCC Community

4. INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

- [Best Practices in IPAC](#)
- [Case and Contact Management, Public Health Ontario](#)
- [CMCC's COVID-19 Webpage](#)
- [CMCC's Infection Prevention and Control Guidance](#)
- [CMCC's Emergency Response Guide](#)
- [Communicable Diseases](#) that are reportable to Public Health
- Ministry of Colleges and Universities Directives
- Occupational Health and Safety Act Ontario
- [Ontario Health Protection and Promotion Act](#)
- [Ontario Human Rights Code](#)
- [Personal Health Information Protection Act](#)
- Public Health Agency of Canada
- Public health notices are found on the [Public Health Agency of Canada](#) website
- Public Health Ontario for [Infection Prevention and Control](#)
- Report a communicable disease to the local Public Health Authority
- [Routine Practices and Additional Precautions, Public Health Ontario](#)
- [Routine Practices, Canadian Centre for Occupational Health and Safety \(CCOHS\)](#)

5. RELATED POLICIES (not a comprehensive list)

- Code of Conduct
- Emergency Management
- Health and Safety
- Occupational Health and Safety Statement
- Record Management, Retention and Destruction
- Sick leave and Salary Continuance Benefits

6. DEFINITIONS

Additional precautions (AP) also known as transmission-based precautions are in addition to routine practices, to prevent and control specific infectious agents. The methods of additional precautions are based on the mode of transmission -- contact, droplet, and airborne. Some microorganisms that require additional precautions include COVID-19, Methicillin-Resistant Staphylococcus Aureus (MRSA), Vancomycin-resistant enterococci (VRE), Clostridium Difficile (C. difficile), or other diseases caused by

antibiotic or antimicrobial resistant bacteria or organisms, as well as diseases such as anthrax, malaria, and West Nile.

Three categories of Additional Precautions:

1. Contact Precautions: Gloves, gown if skin or clothing will come into direct contact with the client/patient/resident or their environment
2. Droplet Precautions: Facial protection (mask, eye protection)
3. Airborne Precautions: Airborne infection isolation room; fit-tested N95 respirator for suspected tuberculosis.

CMCC Community consists of policy stakeholders, including the Board of Governors, administrators, faculty, staff, students, clinic patients, volunteers, visitors, contract workers and others engaged in activities of the institution.

Communicable disease are infectious diseases caused by pathogenic microorganisms such as bacteria, viruses or fungi and which can spread from the environment or from one person to another resulting in illness in our communities.

Incident Command Team consists of at least one representative from Executive Leadership Team, Physical Facilities, Clinic, Human Resources, Student Services and Joint Health and Safety Committee.

Routine practices are a set of infection control strategies and standards designed to protect workers from exposure to potential sources of infectious diseases. Routine practices are based on the premise that all blood, body fluids, secretions, excretions, mucous membranes, non-intact skin or soiled items are potentially infectious. These practices, while mainly adopted by healthcare providers, apply to all professions in which workers may become exposed to infectious microorganisms through contact with blood and body fluids. There are five major components to routine practices. They are risk assessment, hand hygiene, personal protective equipment, environmental and administrative controls.

Visitors include contractors, volunteers, and others attending CMCC campus who are not CMCC students or employees. Patients are excluded.

New Policy Approved (date):	Communicable Diseases Including AIDS – October 1999
Policy Revision History (dates):	Communicable Diseases - May 6, 2010 August 31, 2017 August 23, 2022 (Interim) February 23, 2023 October 26, 2023

-----**END OF POLICY**-----

7. PROCEDURES

Various procedures relevant to implementation of this policy are found within the following internal and external documents:

- [Best Practices for Hand Hygiene in All Health Care Settings, 4th edition](#)
- [Best Practices for Infection Prevention and Control Programs in Ontario In All Health Care Settings, 3rd edition](#)
- [Best Practices for Prevention of Transmission of Acute Respiratory Infection In All Health Care Settings](#)
- [CMCC's Infection Prevention and Control Guidance](#)
- [Infection Prevention and Control for Clinical Office Practice](#)
- [Routine Practices and Additional Precautions in All Healthcare Settings, 3rd Edition, Public Health Ontario](#)

New Procedure Approved (date):	October 1999
Procedure Revision History (dates):	May 6, 2010 August 23, 2022 (Interim) February 23, 2023

8. ATTACHMENTS

None.