



## Max Rady College of Medicine Policy

<b>Policy Name:</b>	Learners with Bloodborne Pathogens
<b>Application/Scope:</b>	All applicants and registered learners in the MD, MD/PhD, MPAS Programs and Postgraduate Medical Trainees
<b>Approved (Date):</b>	June, 2011
<b>Review Date:</b>	Three years from the last revised date
<b>Revised (Date):</b>	September 2012; October 2014; April 3, 2019
<b>Approved By:</b>	College Council, Max Rady College of Medicine: October 24, 2018 Faculty Council, Faculty of Graduate Studies: December 13, 2018 Senate: April 3, 2019

### 1. PURPOSE

To outline the required communication and necessary procedures in the situation where an applicant or learner is known to be seropositive for a bloodborne pathogen.

### 2. DEFINITIONS

- 2.1 Bloodborne Pathogens –communicable diseases including but not limited to the hepatitis B virus (HBV), hepatitis C virus (HCV), and human immunodeficiency virus (HIV).
- 2.2 Bloodborne Pathogens Subcommittee – a subcommittee of the Central Standards Committee of the College of Physicians and Surgeons of Manitoba.
- 2.3 CPSM – College of Physicians and Surgeons of Manitoba.
- 2.4 Learners – students in the MD, MD/PhD, MPAS Program and Trainees at the Max Rady College of Medicine.
- 2.5 MD Degree- four year program leading to the doctorate of medicine degree.
- 2.6 MD/PhD - graduate education and advanced research training in a specific discipline of the candidate's choice, for individuals who are currently pursuing an MD Degree and who wish to develop a career as a clinician scientist.
- 2.7 MPAS – Master of Physician Assistant Studies.
- 2.8 Student Affairs – the Office of the Associate Dean, Student Affairs, Max Rady College of Medicine (UGME or PGME, as applicable).
- 2.9 Trainee - a postgraduate resident, fellow, or AFC student participating in a training program of an accredited university based in one or more of the training sites and who is appropriately licensed by the College of Physicians and Surgeons of Manitoba (CPSM) or other applicable licensing authority.
- 2.10 UGME - Undergraduate Medical Education.

2.11 PGME – Postgraduate Medical Education.

2.12 Visiting Student or Visiting Trainee – an external learner from another university participating in an approved elective.

### **3. POLICY STATEMENTS**

3.1 No applicant shall be denied consideration of acceptance into a Max Rady College of Medicine program on the basis of HIV, HBV, or HCV serostatus. Evaluation for admission and continuation in the programs will focus on whether the individual in his or her current state of health, with reasonable accommodations will be able to successfully complete the essential elements of the educational program.

3.2 Individuals who are known to be seropositive for a bloodborne pathogen and who are contemplating application to medical school for an undergraduate or postgraduate program should seek counsel regarding their intention. Counsel could be received from a medical doctor with expertise in infectious diseases or hepatology, or the Office of Student Affairs in a university with medical and doctoral programs.

3.3 Learners who are known to be seropositive for any blood-borne pathogen must notify Student Affairs at the time of admission.

### **4. PROCEDURES**

4.1 Learners who become seropositive for any bloodborne pathogen at any time while registered in their training program must notify the Student Affairs as soon as practicable after the seropositive status is confirmed.

4.2 Learners who are known to be seropositive for HBV, and/or HCV, and/or HIV must notify the CPSM of their serological status at the time of registration with CPSM and annual renewal of such registration.

4.3 Student Affairs shall advise the CPSM of Learners who are known to be to be seropositive for HBV, and/or HCV, and/or HIV.

4.4 Student Affairs shall liaise with the CPSM and the Learner regarding the implementation of recommendations and/or requirements from the Bloodborne Pathogens Subcommittee of the CPSM. Student Affairs shall work with the relevant Program (UGME, MPAS, PGME) regarding recommendations of the CPSM that impact on learning objectives and clinical activities for the Learner with a bloodborne pathogen.

4.5 Confidentiality of the assessment by the Bloodborne Pathogens Subcommittee or its expert panel shall be maintained in accordance with the Personal Health Information Act (PHIA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronic Documents Act.

4.6 Student Affairs shall provide counseling for all Learners who are seropositive for bloodborne pathogens regarding selection of elective rotations. Student Affairs shall liaise with their counterparts at the host university for electives external to the University of Manitoba

4.7 The Student Affairs shall provide career counseling for all MD, MD/PhD and MPAS learners who are seropositive for bloodborne pathogens, and shall assist in identifying postgraduate program(s) and/or future field(s) of practice suitable for the Learners' specific health condition(s).

- 4.8 Visiting Students who are seropositive for bloodborne pathogens may be considered for electives however, they must notify the UGME Electives Director at the time of application. Recommendations on clinical activities must be provided from the Visiting Student's home institution and the respective professional regulatory body. The decision to accept a Visiting Student who is seropositive for bloodborne pathogens shall be made by the Electives Director in consultation with the Clerkship Director and others as may be required.
- 4.9 A Visiting Trainee who is known to be seropositive for bloodborne pathogens, at the time of approval of the elective must notify Student Affairs, who shall advise the CPSM regarding recommendations and/or requirements of the Bloodborne Pathogens Subcommittee that may impact on learning objectives and clinical activities of the visiting resident.
- 4.10 Learners will notify Student Affairs of any significant change in his/her health status and/or practice circumstances to allow for a further review by the Bloodborne Pathogens Subcommittee, if necessary to assess whether any further modifications and/or restrictions to his/her clinical practice are required.
- 4.11 MD, MD/PhD, MPAS learners and Trainees are all members of the CPSM and therefore must be familiar with, and abide by, the CPSM regulations including without limitation By-Law 11: Schedule J – Bloodborne Pathogens, at the link provided in the references section.

## 5. REFERENCES

- 5.1 College of Physicians and Surgeons of Manitoba By-Law 11: Schedule J – Bloodborne Pathogens: <http://cpsm.mb.ca/cij39alckF30a/wp-content/uploads/ByLaws/By-Law-11.pdf>
- 5.2 Roth V, and Worthington J. *Implementing a Policy for Practitioners Infected with Blood-Borne Pathogens*. Health Care Quarterly: Volume 8, October 2005.

**6. POLICY CONTACT:** Associate Dean, Student Affairs, PGME  
Associate Dean, Student Affairs, UGME