

Peterborough Police Service Board

Policy Communicable Diseases 2026-AI-004



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1.0 Authority

- 1.1 Subsection 37(1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, (“CSPA”) provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by section 10 of the CSPA;
- 1.2 Subsection 38(2) of the CSPA provides that a police service board may establish policies respecting matters related to the police service or the provision of policing;
- 1.3 The Board deems it appropriate to have a policy with respect to communicable diseases for the purpose of workplace safety;
- 1.4 The *Occupational Health and Safety Act, R.S.O. 1990, c.O.1 as amended*, sets out the responsibilities of employers, supervisors and workers for workplace safety, the Board prescribes that the Chief of Police shall establish procedures and processes with respect to communicable diseases;

NOW THEREFORE THE PETERBOROUGH POLICE SERVICE BOARD APPROVES AND ADOPTS THE FOLLOWING:

2.0 Definitions

In this Policy:

- 2.1 **“Act”** or **“CSPA”** means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, as amended*;
- 2.2 **“Board”** means the Peterborough Police Service Board;
- 2.3 **“Chief”** means the Chief of the Peterborough Police Service;
- 2.4 **“Member”** means a member of the Peterborough Police Service;
- 2.5 **“Ministry”** means the Ministry of Public Safety and Security, unless the context denotes another Ministry;
- 2.6 **“Service”** means the Peterborough Police Service;
- 2.7 **“Exposure to Communicable Disease”** means when a member of the Service has been exposed, during the course of carrying out the member’s duties, to a person known to be or suspected to be a vehicle of transmission for either blood borne diseases or diseases spread by the respiratory route, which include but are not limited to HIV, Hepatitis-B, Hepatitis-C, and Tuberculosis, or any other communicable diseases as designated by the Medical Officer of Health for the Region.

3.0 Board Policy

- 3.1 The Board recognizes that uniform and civilian Police Services members are at risk for exposure to communicable diseases in the workplace, and that the level of risk is related to the individual’s role and responsibilities within the Police Service.
- 3.2 The Board is committed to addressing this issue in a responsible and humane way to enhance the safety of members.
- 3.3 The Board believes that the Board and the members share responsibility for following established policy, procedures and protocols to safeguard themselves and others against occupational exposure to communicable diseases.
- 3.4 It is therefore the policy of the Board that the designation and maintenance of a system dealing with these types of matters be conducted professionally and thoroughly and in accordance with the procedures established by the Chief as directed in this policy.

4.0 Direction to the Chief

4.1 Procedures

4.1.1 The Chief shall develop and maintain written procedures that address occupational exposure to communicable diseases that are in accordance with the *Occupational Health and Safety Act, R.S.O. 1990, c.O.1*.

4.1.2 The procedures referred to above shall:

- a) provide ongoing training in the prevention of communicable diseases;
- b) provide necessary equipment and procedures to minimize the risk of occupational exposure;
- c) offer a voluntary Hepatitis B vaccination program for all potentially affected members; and
- d) enter into a partnership and protocol with the Regional Medical Officer of Health to activate a post-exposure plan regarding communicable diseases.

4.2 Co-ordination – Designated Officer

4.2.1 The Chief shall designate a Member or Members of the Service with the responsibility for developing and maintaining a system for promptly initiating evaluation, medical documentation, counseling and follow-up after a reported occupational exposure to communicable diseases.

4.2.2 The Chief shall ensure that designated Members are provided with a copy of, or have access to an electronic version of the most recent edition of the Ministry of Health and Long-Term Care's *Preventing and Assessing Occupational Exposures to Selected Communicable Diseases - An Information Manual for Designated Officers*.

4.3 Community Partnership – Local Medical Officer of Health

4.3.1 The Chief, where possible, will work with the local medical officer of health, to develop a post-exposure plan that addresses roles and responsibilities, reporting protocols, medical evaluation, intervention, confidentiality, access to treatments and follow-up support for workers who have suffered a high-risk occupational exposure to a communicable disease.

4.4 Training

- 4.4.1 The Chief shall ensure that Members who may be at risk of exposure to communicable diseases receive the appropriate training on communicable diseases and universal precautions to protect against Member exposure to these types of occurrences.
- 4.4.2 The Chief shall ensure that the management and effectiveness of the Service procedures on communicable diseases is regularly monitored and evaluated.

4.5 Equipment

- 4.5.1 The Chief shall ensure that appropriate equipment, in accordance with the Ministry's designated equipment and facilities list, is used/available to Members who are at risk of occupational exposure to communicable diseases.

5.0 Report to the Board

- 5.1 The Chief shall report to the Board on the Service implementation of this policy as follows:
 - a) In response to questions from the Board regarding Service procedures developed pursuant to the policy, either verbally at a meeting when the questions is asked, or in writing at the next regularly scheduled Board meeting, as directed by the Board; and
 - b) Within thirty days of the Chief becoming aware of a breach of Service procedures developed pursuant to this policy that the chief in his sole discretion determines to be a significant breach that could result in liability for or reputational damage to the Board or the Service, the Chief shall provide a written report to the Board explaining:
 - i) the breach;
 - ii) the circumstances surrounding the breach;
 - iii) The Chief's liability or reputational concerns; and
 - iv) the corrective measures taken, including amendments to the procedure to guard against future breaches.

6.0 Implementation

- 6.1 That the Board approves and adopts this Policy #2026-AI-004 Communicable Diseases which shall come into force on July 22, 2026.
- 6.2 That Policy #AI-004 Communicable Diseases, enacted on October 20, 2014, is hereby repealed effective July 22, 2026.



Mary ten Doeschate, Chair
Peterborough Police Service Board

July 22, 2026

Date



Lisa Wilson, Executive Assistant
Peterborough Police Service Board

July 22, 2026

Date