

		Adopted: June 28, 2011 Amended: July 8, 2013
	External References: <ul style="list-style-type: none"> • Education Act: Sections 85, 87, 109, 141, 175, 227, 231 • Human Rights Act • Public Health Act 	Internal References: <ul style="list-style-type: none"> • Communicable Disease Control Handbook

Background

The Division is committed to assisting students and employees who are diagnosed as having AIDS or who test positive for HIV. The well-being and rights of students and employees shall be duly considered in all educational and work environments in accordance with provincial Human Rights legislation and this administrative procedure.

Procedures

In dealing with cases of communicable diseases, the following procedures are supplementary to those actions required by Section 231(l)(m) of the Education Act and Section 2(f) of the Public Health Act.

1. Students

- 1.1 Upon receipt of a medical diagnosis that a student who is enrolled or seeking enrolment in the Division has AIDS or is infected with HIV, the Director or designate shall consult with and follow the advice of the Heartland Health Region Authorities. Heartland Health Region shall be requested to consult with the student's parent(s)/ guardian(s) and the attending physician.
- 1.2 Dissemination of information regarding the infected student shall be restricted to those who need to know, as determined by the Director or designate, in consultation with Heartland Health Region Authorities and the student's attending physician. The student's health information will be treated in confidence and not shared without the consultation with and knowledge of the student's parent or guardian.
- 1.3 An HIV infected student shall not be excluded from the regular educational program except on the recommendation of the Director or designate following consultation with Heartland Health Region and the student's attending physician.
- 1.4 Where an infected student is excluded from school, every attempt shall be made to provide an alternate educational program. Decisions regarding appropriate educational settings shall be made on a case-by-case basis.

2. Employees

- 2.1 Upon receipt of a medical diagnosis that an employee has AIDS or is infected by HIV, the Director shall consult with and follow the advice of Heartland Health Region Authorities. Heartland Health Region shall be requested to consult the employee and the attending physician.
- 2.2 Dissemination of information regarding the infected employee shall be restricted to those who need to know, as determined by the Director, in consultation with Heartland Health Region and the patient's attending physician. The employee's health information will be

treated in confidence and not shared without consultation with, and the knowledge of the employee.

- 2.3 An HIV infected employee shall not be prevented from working for the Division except on the recommendation of the Director, following consultation with Heartland Health Region and the employee's attending physician.
- 2.4 Where an infected employee is excluded from his/her usual place of employment, every attempt shall be made to provide alternate employment. Decisions regarding appropriate settings shall be made on a case-by-case basis.