


Administrative Procedure HIV/AIDS	
	Department: School Operations
	Approved by: Leadership Council
	Date Approved: January 22, 2024
	Revision Date(s):
	Review Date:
	External References
	<ul style="list-style-type: none"> • <i>The Education Act, 1995</i> • <i>The Public Health Act, 1994</i> • <i>The Saskatchewan Human Right Code, 2018</i>
Internal References	
<ul style="list-style-type: none"> • None 	

Purpose

- This administrative procedure aims to create a safe, inclusive, and supportive environment within Saskatchewan Distance Learning Centre (Sask DLC) for all students and employees regardless of their HIV status.

Scope

- This procedure applies to all individuals connected with Sask DLC, including students and employees.

Policy Statement

- Sask DLC is committed to assisting students and employees diagnosed with 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 the Human Rights legislation of the province and the procedures outlined in this policy.

Procedures:

In dealing with cases of communicable diseases, the following policy procedures are supplementary to those actions required by Section 23(1)(m) of *The Education Act, 1995* and Section 2(f) of *The Public Health Act, 1994*.

1. Students:

- a. No student who tests positive for HIV will be excluded from the regular education program except on the recommendation of the CEO or a designate following consultation with the SHA and the student's attending physician.
- b. Upon receipt of a medical diagnosis that a student who is enrolled or seeking enrolment in Sask DLC has AIDS or tested positive with HIV, the Chief Executive Officer (CEO) or a designate shall consult with and follow the advice of the Saskatchewan Health Authority (SHA). SHA shall be requested to consult with student's parent(s) or guardian(s) and the attending physician.
- c. Dissemination of information regarding the student shall be restricted to those who need to know, as determined by the CEO or designate, in consultation with the SHA 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.
- d. Where the 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:

- a. HIV infection shall not prevent a person from working for Sask DLC except on the recommendation of the CEO, following consultation with the SHA and the employee's attending physician.
- b. Upon receipt of a medical diagnosis that an employee has AIDS or is infected by HIV, the CEO shall consult with and follow the advice of SHA. SHA shall be requested to consult the employee and the attending physician.
- c. Dissemination of information regarding the employee shall be restricted to those who need to know, as determined by the CEO, in consultation with SHA and the patient's attending physician. The employee's health information will be treated in confidence and not shared without consultation with and the employee's knowledge.
- d. Where the 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.

Definitions:

AIDS: Acquired Immunodeficiency Syndrome is a condition caused by HIV where the immune system is severely damaged, making individuals vulnerable to infections and certain cancers.

HIV: Human Immunodeficiency Virus is a virus that attacks the body's immune system and can lead to AIDS.