

AP 161 - DANGEROUS/INFECTIOUS DISEASES

Background

The well-being and rights of students and employees shall be the major consideration in the work place and related areas. All actions and reporting in relation to infectious diseases and other medical conditions (including HIV/AIDS) shall be conducted in accordance with the Education Act, the Public Health Act and the following procedures.

Procedures

1. The Principal of the school who becomes aware that a student or employee is infected or is a carrier of a dangerous infectious disease shall, in consultation with the Director, report this to the Medical Health Officer. This shall be done within forty-eight (48) hours.
 - 1.1 Upon receipt of a medical diagnosis that an employee or student has AIDS or is infected by HIV, the Director shall consult with and follow the advice of the Medical Health Officer. The Medical Health Officer shall be requested to consult with the employee or student and/or student's parents/guardians and their attending physician.
 - 1.2 At the discretion of the Director, the employee or student may be assigned to or sent home pending further medical consultation and/or information.
2. The Principal, in consultation with the Director, may exclude from school any employee or student who is infected or is suspected to be infected with a dangerous infectious disease.
 - 2.1 An employee or student infected with HIV/AIDS shall not be prevented from working for the division or excluded from the regular educational program except on the recommendation of the Director following consultation with the Medical Health Officer and the employee or student's attending physician.
 - 2.2 When an employee infected with HIV/AIDS is excluded from his/her usual place or position of employment, every attempt shall be made to provide alternate employment within the school division. Decisions regarding appropriate settings shall be made on a case-by-case basis.
 - 2.3 Where a student infected with HIV/AIDS is excluded from school, attempts shall be made to provide an alternate educational program. Decisions regarding appropriate educational settings shall be made on a case-by-case basis.
3. In the event that a physician examining the employee or student determines, in consultation with the Medical Health Officer, that the physical condition or behaviour of the employee or student poses a significant threat to the health and welfare of other employees or students of the Division:
 - 3.1 The student will be required to withdraw from attendance at school and the

Medical Health Officer shall be notified of same.

- 3.2 The employee will be placed on a leave for medical reasons until the Medical Health Officer produces a written certificate stating that the employee's condition no longer poses a risk of contagion in his/her working environment.
4. The Medical Health Officer, in consultation with the Director, shall determine the length of the employee or student's exclusion from school. The employee or student shall be permitted to return to work or readmitted to school when the Medical Health Officer produces a written certificate stating that the employee or student's condition no longer poses a risk of contagion in the work or school environment.
5. Dissemination of information regarding the infected employee or student shall be restricted to those who need to know, as determined by the Director, in consultation with the Medical Health Officer and the patient's attending physician. School officials and staff shall be required to maintain absolute confidentiality of medical records of any employee or student who is required to undergo a medical examination or who may be required to withdraw from attendance at school or who may be placed on medical leave pursuant to this administrative procedure. Medical information will not be shared without the consent of the patient or the patient's parent/guardian.
6. The Director is authorized to determine when there is reasonable basis to believe that a medical examination may be required of a student or an employee due to a suspected dangerous infectious disease and to direct that such an examination be performed.
7. All issues pertaining to prevention and education concerning infectious diseases shall be the responsibility of the Director or designate in consultation with the Principal of the affected school.
8. The Medical Health Officer for Saskatchewan Health Authority has the authority to close a school in the event of an infectious disease situation.
9. Information regarding and a list of infectious diseases can be found on [Public Health Agency of Canada](#) website.

Reference: [Sections 85, 87, 141, 175, 178, 190, 231 Education Act](#)
Public Health Act