

The Division is committed to protect the welfare of an employee with a communicable disease in an environment that also protects the health and safety of others and is in accordance with the provisions of the *Alberta Public Health Act*, the *Human Rights, Citizenship and Multiculturalism Act*, and the *Freedom of Information and Protection of Privacy Act*.

Procedures

1. An employee infected with a communicable disease shall be allowed to continue normal duties unless:
 - 1.1 In the opinion of the local Medical Health Officer there is a risk to students, staff, parents and visitors to the school; or
 - 1.2 The specific job of the employee requires that the employee be free from any communicable disease.
2. An employee who is unable to continue with his/her duties as a result of having a communicable disease shall have full access to all benefits in the collective agreement, benefit plans and Board policies.
3. In the event that an employee indicates that he/she has become infected with HIV or any other retrovirus, the supervisor shall immediately contact the Superintendent to discuss procedures and Occupational Health and Safety requirements.
 - 3.1 The Medical Health Officer will assess and periodically reassess the need for a restricted environment.
 - 3.2 If in the opinion of the attending physician, an infected employee is no longer capable of working, the matter will be dealt with in the same way as other illnesses that impair an employee's capacity to work.

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