

Section:	Academic /Student (AC)
Subject:	Student Performance and Behaviour
Legislation:	<i>Freedom of Information and Protection of Privacy Act (RSA 2000 cF-25).</i>
Effective:	August 29, 2005
Revision:	June 14, 2005; January 20, 2006; May 31, 2011; September 1, 2016 (reformatted); February 28, 2018; March 24, 2021; December 13, 2022

APPROVED: _____
President and CEO

POLICY

The policy of the Board of Governors is to ensure that SAIT responds in a sensitive, caring and professional manner when dealing with a SAIT student's death, and that SAIT's response minimizes the distress to the bereaved and the trauma to the SAIT community.

PROCEDURE

DEFINITIONS

Applicant For the purpose of this procedure, an applicant is a person who has applied for admission to a SAIT program.

International student A student who is not a Canadian citizen or permanent resident, but who is:

- a) A visitor to Canada with a valid study permit authorizing that student to study in Canada in accordance with the terms of federal immigration legislation and who is neither a Canadian citizen, permanent resident or refugee nor otherwise legally entitled to maintain a permanent Canadian residence; or
- b) A visitor to Canada with a valid visitor's visa who will be studying in a SAIT program or course less than six months in duration.

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Next-of-kin	For the purpose of this procedure, the next-of-kin is a family member who the student had indicated would be an emergency contact or the family member who notified SAIT of the student's death. It could include the student's spouse, domestic partner, parent, guardian, adult child, or sibling,
SAIT community	SAIT's governors, employees, students, contractors, consultants, agents and volunteers.
Student	A person who is currently enrolled in a SAIT program or course.

GOVERNING PRINCIPLES

1. SAIT shall act in the spirit of minimizing bureaucratic procedures. Efforts should be made to minimize the number of interactions with the bereaved next-of-kin and to obtain closure with the minimum of distress and as quickly as possible.
2. SAIT's director, learner services, is responsible for managing this procedure. Vice presidents, associate vice presidents, deans, associate deans, directors, associate directors, managers and supervisors are responsible for carrying out this procedure in each of their areas and for collaborating with other schools/departments as necessary.
3. Notification to the SAIT community of the death of former students, students who have died before the start of their program, or alumni not covered under this procedure will be managed on an individual basis, as per Schedule A, an Associated Document to this procedure (modified for the circumstances of each individual case).
4. All communication surrounding a student's death is subject to Alberta's privacy legislation.

PROCEDURE

A. Reporting of Death

1. On-Campus Student Death

a) The discoverer will:

- i) Contact 911. If the discoverer is using a cellphone, the discoverer will also contact Security at 403.284.8000.

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- ii) Remain at/return to the scene, if safe to do so, until Security and/or the Calgary Police Service have taken charge of the scene.
 - iii) While waiting for Security and/or the Calgary Police Service to take charge of the scene, try to ensure that nothing at the scene is disturbed.
 - iv) Record whatever information the discoverer knows, such as the name of the deceased, names of any witnesses, time of death, etc., and provide this information to Security.
 - v) If the discoverer is a SAIT employee, contractor or volunteer, notify the discoverer's supervisor as soon as possible. The supervisor will in turn notify the director, learner services, as soon as possible.
 - vi) If the discoverer is a student and the other individual's death has occurred in the Residence, the discoverer will notify the general manager or on-call staff of the Residence.
- b) Security will:
- i) Ensure that Emergency Medical Services and the Calgary Police Service have been contacted. The circumstances surrounding the student's death may require Security to also activate SAIT's Emergency Response Plan.
 - ii) Attend and take charge of the scene and perform first aid and basic life support according to certification protocols, pending the arrival of Emergency Medical Services and the Calgary Police Service. This includes taking all reasonable steps to control and restrict the SAIT community's exposure to the scene.
 - iii) Notify the Manager, Security and Emergency Services, Safety and Community Services.
 - iv) Secure the scene and ensure that nothing at the scene is disturbed, to preserve the scene for police investigators.
 - v) Record whatever information Security knows or can learn, such as the name of the deceased, names of any witnesses, time of death, etc.
 - vi) Gather relevant information from the discoverer.

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- vii) Meet the responding police/emergency units and escort them to the specific location.
 - viii) Determine if the Student Development and Counselling department needs to be immediately involved.
2. Off-campus student death at a SAIT-sponsored activity (field trips, study abroad activities, etc.)

The SAIT employee in charge of the activity will:

- a) Immediately contact 911 and/or the local emergency services.
- b) Remain at/return to the scene, if safe to do so, until the local law enforcement agency has taken charge of the scene.
- c) While waiting for the local law enforcement agency to take charge of the scene, try to ensure that nothing at the scene is disturbed.
- d) Record whatever information the SAIT employee knows, such as the name of the deceased, names of any witnesses, time of death, etc., and provide this information to the local law enforcement agency and to the employee's immediate supervisor.
- e) Meet the responding police/emergency units and escort them to the specific location.
- f) If the student death occurs inside Canada, immediately contact the employee's immediate supervisor, who will in turn notify SAIT's director, learner services.
- g) If the student death occurs outside of Canada, immediately contact:
 - i) The Study Abroad Coordinator (during SAIT business hours) at 403.616.7397 or Campus Security (after business hours) at 403.284.8000; and
 - ii) The Canadian Consulate.

Refer to Schedule C Emergency Communication Protocol, an Associated Document to procedure [AC.2.13.2 Study Abroad](#), for further details.

3. Off-campus student death and not connected to a SAIT-sponsored activity

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- a) A SAIT employee who learns of the death or who believes the death has occurred shall immediately contact the employee's immediate supervisor and the student's dean, who will in turn notify the director, learner services.
- b) A SAIT student who learns of the death or who believes the death has occurred shall immediately contact the academic chair/coordinator.

B. Initial Verification of Death

1. The student's director/dean or designate is responsible for verifying the immediate details around a student's reported death so that SAIT can respond in a timely and appropriate manner to the student's death.
2. Verification of a student's death can be obtained through a variety of different channels, including but not limited to:
 - a) Social media.
 - b) Communication with the student's next-of-kin.
 - c) Communication with other students.
 - d) Communication with the Medical Examiner's Office.
 - e) Reporting and/or the publication of obituaries in newspapers or other news outlets
3. Members of the SAIT community who learn of another student's reported death are strongly encouraged to avoid posting information about the death on social media, to minimize the impact on the deceased student's family, friends and classmates.

C. SAIT's Immediate Response to a Student's Death

1. SAIT's immediate response, including the determination of who leads that response, will depend on the cause of and circumstances surrounding the student's death, who/how many other individuals will be affected by news of the student's death, and who/how many individuals will be involved in SAIT's response. Each student death is a unique situation requiring a unique response to that death.
2. Given the immediacy and widespread use of social media, the response should be as timely as possible.

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3. The director/dean or designate of the deceased student's school/department/centre, the general manager of the Residence (if the student lived in Residence) and the director, International Centre (if the student was an international student) shall contact Student Development and Counselling to initiate the development of an action plan. This planning usually occurs as soon as possible after the death has been reported as discussed as per section A of this procedure, and is actioned only after the death has been verified as per section B of this procedure.
4. The local law enforcement agency, applicable hospital/physician, and/or the Medical Examiner's Office will notify the student's next-of-kin of the student's death. SAIT employees shall not take on this responsibility.
5. The needs of the SAIT community, including the deceased student's classmates, roommates, friends, student advisors, and instructors, shall be addressed by the student's director/dean or designate contacting and working with Student Development and Counselling, which will offer support as appropriate. Other SAIT resources that may be involved in meeting the needs of the SAIT community include the Interfaith Centre, Employee Services, and Employee and Family Assistance Plan counsellors.
6. Where a student has died in Residence, the general manager of the Residence, the supervisor, Student Development and Counselling, and the director, International Centre (where the student was an international student) shall work together to arrange support for the affected student community in the Residence.
7. All media inquiries regarding a student's death must be referred to SAIT's Communications department.
8. SAIT shall manage the absences of students attending a deceased student's memorial service as an excused absence, as per procedure [AC.3.8.1 Attendance Requirements](#) and procedure [AC.3.8.2 Attendance Requirements – Apprentices](#).

D. Notification of Campus

1. The director, learner services, shall notify those individuals as set out in Schedule A Notifications and Responsibilities, an Associated Document to this procedure.
2. Flags may be lowered in compliance with procedure [AD.1.6.1 Flag Protocol](#).
3. The Office of the President and CEO will normally prepare and send a letter of condolence to the student's next-of-kin, with the assistance of other members of the

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SAIT community as required. This does not exclude expressions of sympathy by other SAIT employees.

4. The Office of the Registrar is solely responsible for updating the student's records in SAIT's student management database to reflect the student's death, upon receipt of written documentation confirming the student's death, such as a Death Certificate, Funeral Director's Statement of Death, or obituary. The Office of the Registrar shall keep this written documentation on file.
5. In most situations, the school/department is responsible for notifying the SAIT community of the student's death, in consultation with the deceased student's next-of-kin and Student Development and Counselling. Some situations may require the involvement of SAIT's Communications department.
6. SAIT employees who are responsible for keeping student records shall update and maintain those records, in order to avoid SAIT inadvertently contacting a deceased student's next-of-kin.

E. Managing the Student's Possessions and Records

1. Possessions in the deceased student's SAIT locker(s)
 - a) Upon notification from the vice president responsible for the Office of the Registrar and upon receipt of appropriate documentation from the student's next-of-kin or legal representative, Security will remove the contents from the student's SAIT locker(s). This will be done in a manner that is respectful of the situation, and is not normally done during regular class hours.
 - b) Security will prepare a list of items removed from the locker(s). A copy of this list shall accompany the items that are sent to the next-of-kin or legal representative.
 - c) Security shall work with the student's academic chair/coordinator to determine which items belong to SAIT, such as laptops, tools, uniforms, equipment, etc., and shall return those items to the appropriate school/department.
 - d) Security shall coordinate with the director/dean or designate to arrange for the student's possessions to be returned to the student's next-of-kin or legal representative, and will work with the school/department to do so. This will be done in a manner that is respectful of the situation. It is not normally done during regular class hours

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2. Possessions in Residence

- a) Upon notification of the death from the director, learner services and upon receipt of appropriate documentation from the student's next-of-kin or legal representative, the general manager of the Residence, Security and the Calgary Police Service will work with the deceased's student's next-of-kin or legal representative to remove the student's belongings from the Residence.
- b) Security shall work with the student's academic chair/coordinator to determine which items belong to SAIT, such as laptops, tools, uniforms, equipment, etc. and shall return those items to the appropriate school/department.

3. Intellectual Property

- a) Upon being notified of a student's death, the Information Technology Services department will freeze the student's computer account and retain all electronic information for a minimum of six months or until it has been determined that the electronic information is not required by any law enforcement agency, whichever period of time is shorter.
- b) If issues arise in relation to the student's intellectual property, the student's academic chair/coordinator will work with Information Technology Services to resolve those issues. In situations where the student was involved with the Applied Research and Innovation Services (ARIS) department, Information Technology Services will work collaboratively with ARIS to resolve those issues. The provisions of procedure [AC.3.10.1 Ownership of Student-Produced Work](#) apply.

F. Granting of Posthumous Credentials

1. The granting of posthumous credentials is governed by procedure [AC.2.17.1 Credentials](#).

G. Roles and Responsibilities

1. The roles and responsibilities of SAIT individuals and offices are summarized in Schedule A – Notifications and Responsibilities and in Schedule B Response to Student Death Flowcharts, Associated Documents to this procedure.

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ASSOCIATED DOCUMENTS

- Schedule A Notifications and Responsibilities
- Schedule B Response to Student Death Flowcharts

POLICY/PROCEDURE REFERENCE

- AC.3.15 Death of a Student policy

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PROCEDURE