



**PANDEMIC PLANNING: A RESOURCE  
GUIDE FOR H1N1 AND FUTURE  
PANDEMICS**

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# **SECTION ONE**

## **H1N1 FLU VIRUS**

## H1N1 FLU VIRUS

With health experts anticipating a second phase of the H1N1 flu virus to arrive in Canada this fall, it is important that everyone has the most up to date information on H1N1, its symptoms, treatment and most of all, its prevention. In addition, it is imperative that people understand why the H1N1 flu virus is being referred to as a pandemic flu and why groups, such as the Ontario Ministry of Health and Long-Term Care, are saying that, "**This year it's a different flu season**". Furthermore, with all the information that is being distributed through various media sources, it is important to dispell myths circulating about the H1N1 flu virus.

## H1N1 FLU VIRUS

### **What is it?**

The H1N1 flu virus is different than the seasonal flu. It is a new strain of pandemic influenza that usually affects pigs, but has been transferred to humans. Unlike the seasonal flu, the H1N1 flu virus is affecting more young and healthy people. While there have been deaths from H1N1, the majority of cases to date have been mild. That being said, people with chronic health conditions and pregnant woman have been identified as being at a higher risk of contracting and suffering complications from the H1N1 flu virus. Also, the Public Health Agency of Canada warns that a potentially more severe form of the H1N1 flu virus could emerge this fall. (Source: Public Health Agency of Canada)

### **Symptoms**

The symptoms of the H1N1 flu virus are similar to those of seasonal flu. The two symptoms most associated with the H1N1 flu virus are a fever and a cough. Other common symptoms are fatigue, muscle/joint aches, sore throat, headache, decreased appetite and nasal congestion. Sometimes this can be accompanied by nausea, vomiting and/or diarrhea, especially in young children. The H1N1 virus is spread through the cough or sneeze of an infected person when droplets from the sneeze or cough are breathed in by others. Since the droplets may also survive on surfaces for 8-48 hours, people may be come infected as they come in to contact with contaminated common surfaces and then touch their eyes, nose or mouth. (Sources: International Centre for Infectious Diseases, Public Health Agency of Canada)

### **Prevention**

While getting the H1N1 flu vaccination would be the best way to avoid being infected, we should always remember basic infection control practices. These include: hand cleansing (either with soap and warm water or hand sanitizer), covering coughs and sneezes, avoiding close contact with people who are sick, staying at home when sick and disinfecting common surfaces frequently. In addition, pregnant woman and people with chronic health conditions should contact their health care professional immediately if they experience flu-like symptoms. (Source: Public Health Agency of Canada)

## **Treatment**

While antivirals are often the treatment of choice for those with the flu, they are recommended only for those with moderate to severe illness. Otherwise healthy people infected with the H1N1 flu virus are advised to stay at home to recover and to contact health care professionals if their symptoms persist or worsen. Pregnant women and people with chronic health conditions are advised to contact health care professionals if they think they have contracted the H1N1 flu virus. A health care professional will decide on the best course of treatment for them, which may include prescribing antivirals. Antivirals, when taken within the first 48 hours of being ill can reduce the symptoms, the length of the illness and the chance of complications. (Source: Public Health Agency of Canada)

## **DISPELLING MYTHS AROUND THE H1N1 FLU VIRUS**

It should not be surprising with a pandemic of this magnitude and countless media sources disseminating information that there would be myths about the H1N1 virus. These myths can be categorized into two areas: prevention measures; and vaccine safety and readiness.

### **Prevention Measures**

The use of antivirals is not generally recommended as a preventative measure, unless it is doctor prescribed, as is often the case when people are considered high risk for complications. In addition, Health Canada is warning people not to take products labeled as generic versions of Tamiflu or Relenza, as they may pose serious health risks. In regard to wearing masks as a prevention measure, evidence shows that it is not effective in preventing transmission in the general public. In fact, people often use them incorrectly, which increases the chance of infection. However, people with H1N1 and their caregivers can reduce the transmission of the virus by 80-90% when they properly use a fitted medical filter mask graded "N95". (Sources: Health Canada, Public Health Agency of Canada, International Centre for Infectious Diseases, Ministry of Health Services in British Columbia and Ministry of Health and Long-Term Care in Ontario)

### **Vaccination Safety and Readiness**

Much fear and concern have been expressed concerning the safety of the H1N1 vaccine and its readiness. Overall, flu vaccines are safe and do not give you the flu. While there have been cases of adverse affects from a flu injection, they are extremely rare. Canada has ordered enough of the H1N1 vaccination to inoculate all Canadians identified as high risk, as well as anyone else who wants the vaccine. Across Canada, flu vaccination programs are due to be rolled out in November (sources Public Health Agency of Canada, Ministry of Health and Long Term Care in Ontario and Ministry of Health Services in British Columbia).

To further assist people in keeping informed about the H1N1 flu virus, listed below are several sources you may find useful. Additional, resources can be found in [Section 5](#) of this resource guide.

1. [Key Facts on H1N1 Flu Virus](#), Source: **Public Health Agency of Canada**
2. [Protecting the Circle of Life: What you Should Know About Pandemic Flu](#), Source: **Ministry of Health and Long-Term Care, Ontario**
3. [Pandemic Flu and Person Protection: Hand Hygiene](#), Source: **Ministry of Health and Long-Term Care, Ontario**
4. [Staying Healthy During a Flu Pandemic](#), Source: **Ministry of Health and Long-Term Care, Ontario**
5. [Limiting the Spread: Travel, Social Contact and Pandemic Flu](#), Source: **Ministry of Health and Long-Term Care, Ontario**
6. [Dispelling Myths About the H1N1 Flu Virus](#). Source: **Ministry of Health Services, British Columbia**
7. [Did you know?](#) (poster), Source: **Workplace Safety & Insurance Board**
8. [Hand washing](#) (poster) and [Hand sanitizing](#) (poster), Source: **Canadian Centre for Occupational Health and Safety**

## **SECTION TWO**

# **H1N1 FLU VIRUS AND PEOPLE LIVING WITH HIV/AIDS**

## H1N1 Flu Virus and People Living with HIV/AIDS

Both adults and children with chronic health conditions have been identified as being at a higher risk of contracting and suffering complications from the H1N1 flu virus. (Source: Public Health Agency of Canada) Since people living with HIV/AIDS (PLWHIV/AIDS) have weakened immune systems, there are concerns about how the H1N1 flu virus could affect this population. At this time, PLWHIV/AIDS are encouraged to get the H1N1 flu vaccination when it becomes available. As well, it is important that they follow basic infection control practices, such as hand washing, avoid touching the mouth, eyes or nose, avoiding contact with people infected with the flu, cleaning common surfaces frequently and getting the seasonal flu vaccination (Source: CATIE and Centers for Disease Control and Prevention). If PLWHIV/AIDS experience flu-like symptoms, they should contact their health care professional immediately. Health care professionals may then put them on antivirals to reduce the chance of complications (sources CATIE and Centers for Disease Control and Prevention). It is also important that PLWHIV/AIDS keep family members, friends and/or other support systems informed of their health, especially if they start experiencing flu-symptoms. The idea of having a "flu-buddy" is also recommended. This person can check in on a regular basis and access much-needed supplies and medications should infected people be unable to leave their home (Sources: Centers for Disease Control and Prevention and Ministry of Health Services in British Columbia).

Listed below are six articles that deal with the H1N1 and HIV. While not a lot is known about how the H1N1 flu virus will affect PLWHIV/AIDS, steps can be taken to prevent and treat H1N1 for best outcomes. Additional, resources can be found in Section 5 of the resource guide.

1. [H1N1 and HIV: tips to keep you safe and healthy](#), Source: **CATIE**
2. [What Adults with HIV Infection Should Know About the Novel H1N1 FLU? \(formerly called swine flu\)](#) Source: **Centers for Disease Control and Prevention**
3. [H1N1 Info for People with Chronic Health Conditions](#), Source: **Ministry of Health Services in British Columbia**
4. [Considerations on influenza A \(H1N1\) and HIV infection](#), Source **World Health Organization (not available in French)**
5. [Influenza A \(H1N1\) and HIV Infection](#), Source: **UNAIDS**

## **SECTION THREE**

### **H1N1 AND ITS IMPACT ON THE NON-PROFIT WORKPLACE**

## **H1N1 and its Impact on the Non-Profit Workplace**

Much has been written about the H1N1 flu virus and how this pandemic flu could affect the workplace. While every business and organization will face some challenges, the non-profit sector could be hit harder due to the very nature of these organizations and the fact that they are serving some of the most vulnerable Canadians. Below are four primary challenges that H1N1 could present to the non-profit workplace.

Absences – It is estimated that 10%-50% of a workplace's employees could be affected, at any one time, by the H1N1 flu virus. This is based on the fact that flu pandemics can come in two or three waves that can last six to eight weeks at a time. Not all absences will be the result of an employee being ill. Employees may be caring for loved ones who are ill or they may fail to report to work due to fears that they will become infected. Widespread school, business and transportation closures, community containment and quarantines may also prevent employees from reporting to work. In order to devise strategies to manage high absenteeism, organizations will need to evaluate their current employment leave policies in conjunction with both provincial and federal employment legislation. (Sources: Canadian Centre for Occupational Health and Safety, City of Ottawa, Imagine Canada, Workplace Safety and Insurance Board)

Service Provision Challenges - With the potential for high rates of absenteeism in the workplace, providing services will be challenging. Organizations will have to decide whether it is viable to provide all the regular programs/services or to provide only those services that are most critical to the client base. This decision will not be easy, especially since it has been predicted that there could be an increased demand in the "people helping" sector. As well, organizations will need to evaluate their current methods of service provision to see if they are in keeping with the best practices for protecting the health of both employees and clients during the H1N1 pandemic. (Sources: Canadian Centre for Occupational Health and Safety, Imagine Canada and Manitoba Federation of Non-Profit Organizations Inc.)

Financial Sustainability – Non-profit organizations rely on various sources of funding to provide the many programs and services they deliver to some of the most vulnerable Canadians. Organizations need to be proactive and contact their funding sources, advising them of the plan they have in place to ensure that funding will continue throughout the most critical times of this pandemic. To this end, organizations should insist on having both a primary and secondary contact at the funding source, as well as on having their own internal back-up system to handle dissemination of the funds. (Source: Manitoba Federation of Non-Profit Organizations Inc.)

## Workplace Laws and their Application -

Under Part 11 of the Labour Code of Canada, employers are responsible for having policies and procedures in place to prevent accidents and promote health and safety. An employee can refuse to work when they have reasonable grounds that their work and/or the workplace is dangerous to themselves and/or their co-workers. As a result, employers must provide employees with all the required information and supervision to safely perform their jobs. To prepare for H1N1, employers should hold employee information sessions and implement prevention strategies, such as providing information through posters and ensuring there are adequate hand washing or sanitizing supplies.

Another issue that could arise during an H1N1 pandemic is extended employee leaves. Organizations should consult both Provincial and Federal employment legislation in regard to the rights of employees and the type of leaves they can take. In addition, employers should inform themselves in regard to quarantined employees and their rights when working from home. (Sources: Human Resources and Skills Development Canada, Canadian Centre of Occupational Health and Safety and City of Ottawa)

The following is a list of other resources that can be consulted to better understand the impact of the H1N1 flu virus on the non-profit workplace, as well as how to apply workplace laws.

### H1N1 Flu Virus and the Non-Profit Workplace

1. [Avian Flu Precautions](#) Source: **Non-Profit Risk Management Centre**
2. [H1N1 Flu and Non-Profit Preparedness](#), Source: **At Work Settlement**
3. [Non-Profit Sector Mitigation, Preparedness, Relief and Recovery Planning for Pandemics and Disasters](#), Source: **Manitoba Federation of Non-Profit Organizations Inc.**

## H1N1 and Workplace Laws

1. [Pandemics and Workplace Laws](#), Source: **Canadian Centre of Occupational Health and Safety**
2. [Minister of Labour reminds employers of their occupational health and safety obligations](#), Source: **Human Resources and Skills Development Canada**
3. [Labor Program Bulletin: H1N1 Flu Virus \(Human Swine Influenza\)](#), Source: **Human Resources and Skills Development Canada**
4. [Pamphlet 2A – Employer and Employee Duties](#), Source: **Human Resources and Skills Development Canada**
5. [Pamphlet 2B – Managers and Supervisors Training](#), Source: **Human Resources and Skills Development Canada**
6. [Frequently Asked Questions for Business](#), Source: **Public Health Agency of Canada**

## **SECTION FOUR**

### **PLANNING FOR THE H1N1 FLU IN THE NON-PROFIT WORKPLACE**

## **Planning for H1N1 Flu Virus in the Non-Profit Workplace**

Since many of the affects of the H1N1 flu pandemic in the workplace (high employee absenteeism, service provision challenges) cannot be avoided, organizations must prepare themselves in advance, so they can continue operating with little to no impact on service provision. The literature on pandemic planning advises that organizations have a plan in place to maintain operations for several weeks with reduced staffing, both during and after some emergency, disaster or event. Such Business Continuity Plans are developed from a business perspective and acknowledge that interruptions to supply chains, changes in purchase patterns and financial interruptions/losses/fluctuations could adversely affect the business sector. Recently, Imagine Canada presented a webinar entitled, "Regardless of Swine Flu...Creating a Service Continuity Plan" that clearly outlines how the non-profit sector can best prepare for the H1N1 pandemic. In this webinar, Service Continuity Plans are discussed. The name itself implies the focus that non-profit agencies need to take to ensure service provision is maintained. (Source: Canadian Centre of Occupational Health and Safety, Imagine Canada, International Centre for Infectious Diseases, Public Safety Canada)

### **Business Continuity and Service Continuity Plans**

#### **What are they?**

Both business continuity and service continuity plans are a proactive way for organizations to ensure that they deliver critical services, during and after an emergency, disaster or an event (like the H1N1 pandemic). These plans are a collection of policies, procedures and protocols that outline the steps needed to quickly ensure service provision. Each plan that is created must be unique to an organization and evaluate how the H1N1 pandemic will impact on all sectors of the organization: corporate/management, finance, legal, security, information technology, workplace health and safety, human resources, communications, operations. As a result of this evaluation, organizations will be able to identify their essential services and functions; the core people and skills needed to fulfill these services and functions; and the steps required to implement business/social continuity plans when necessary. These plans need to be maintained and checked on a regular basis to ensure they are current and in a state of readiness should they be required. (Sources: Canadian Centre of Occupational Health and Safety, Imagine Canada, Public Safety Canada)

#### **What are their benefits?**

Creating and maintaining a business and service continuity plan ensures that an organization has the services and information to deal with emergencies, which will increase the overall efficiency of the organization. Having these plans in place will also enhance an organization's image with its employees, funders and clients because the organization will appear to be proactive. In addition, the plans may help to reduce an organization's liability in the event of an incident and could lead to cheaper insurance rates upon renewal of insurance policies. (Sources: Imagine Canada, Public Safety Canada)

## Preparing for H1N1 Checklist

To assist organizations, the following is a general list of things to consider when preparing for H1N1. It is not an exhaustive list. Organizations should consult the resources at the end of this section and in [Section 5](#), to ensure they are prepared to meet the needs of their organization.

### Corporate/Management

Organizations need to review existing Business/Social Continuity Plans to evaluate if they will meet the needs of the H1N1 pandemic. If organizations do not have these plans in place, the time to make one is now. Chain of command protocols need to be established, so employees know who they must report to. It is also suggested that a process is established to monitor the health status of employees, especially if they are absent from the workplace for extended periods of time. (Sources: Canadian Centre for Occupational Health and Safety, City of Ottawa, International Centre for Infectious Diseases)

### Finance

Non-profit organizations should contact their funding sources now to develop a plan to ensure their financial stability during H1N1. It is a good idea to have both a primary and secondary contact at the funding source, in case there are funding issues. To maintain continued payroll and other financial processes during H1N1, back-up signing authorities should be designated (source International Centre for Infectious Diseases).

### Legal

Employers need to inform themselves with respect to provincial workplace laws and how they would apply in pandemic situations, since there is no pandemic legislation at this time. Employers should also consult the Labour Code and learn how this federal legislation can be applied to H1N1 situations (Source: Canadian Centre for Occupational Health and Safety).

### Security

Organizations must ensure that current security measures are maintained and determine what it would mean for employee safety and continued service provision if security was not maintained. In some cases, organizations may want to look at increasing security measures. (Source: International Centre for Infectious Diseases)

### Information Technology

It is important to verify IT systems and ensure they are in working order. Some improvements may need to be made to update systems and enable teleworking at home by employees and increased use of teleconferencing, in place of face-to-face meetings and travel. (Sources: Canadian Centre for Occupational Health and Safety, International Centre for Infectious Diseases, Workplace Safety and Insurance Board)

### Workplace Health and Safety

Employers have an obligation to ensure employees are working in a safe environment. In the case of the H1N1 pandemic, effective measures could include: offering employee information sessions and disseminating information through posters depicting such things as: the symptoms of H1N1; stopping the spread of flu viruses; sneeze and cough etiquette; hand washing techniques with both soap and water and hand-sanitizer; and self-care for employees and their families. As well, organizations must provide proper hand washing facilities with warm water and soap and/or hand-sanitizers. Organizations should also contact their local health units, as some are providing workplace health promotion workshops designed to help organizations prepare for H1N1. (Sources: Canadian Centre for Occupational Health and Safety, Human Resources and Skills Development Canada, International Centre for Infectious Diseases)

### Human Resources

Organizations should review their policies related to sick leave and make amendments to such requirements as a doctor's note for extended absences. Eliminating the need for a doctor's note will ease the burden on the health care system and will alleviate the problem of sick employees coming to work for fear they will not be paid if they were absent. To allay employee fears of being infected in the workplace, employers can implement strategies such as flexible work hours and work sites (i.e., teleworking from home). Finally, it is imperative that employees have access to counselling services through Employee Assistance Plans, in order to help them cope with what could be stressful working times. (Source: Imagine Canada)

### Communications

Clear and frequent communication between employers and employees will be key to how well workplaces will function during the H1N1 flu pandemic. Employees need to be provided with up-to-date information from all levels (local, provincial and federal) of government on the H1N1 pandemic. They also need to know that the organization is prepared and has a Business Continuity and Service Continuity Plan to deal with H1N1. It is also important that contact and emergency lists are updated and accessible in both electronic and hard copy forms. (Sources: Canadian Centre for Occupational Health and Safety, Imagine Canada, International Centre for Infectious Diseases, Workplace Safety and Insurance Board)

### Operations

Organizations need to cross-train employees so that essential roles are fulfilled and programs and services can function. As well, they can promote social distancing by reducing face-to-face contact, both in the workplace and between employees and clients. It is also suggested that large gatherings be restricted and travel reduced, or eliminated altogether. (Source: Ministry of Health and Long-Term Care in Ontario).

### Facilities

Organizations should ensure that all common areas and surfaces are cleaned on a regular basis, according to basic infection control measures. There should also be an adequate supply of hand washing supplies and hand sanitizers. (Source: International Centre for Infectious Diseases)

## Pandemic Planning

1. [10 Steps You Can Take – A Checklist for Business Pandemic Planning](#), Source: **Canadian Centre for Occupational Health and Safety**
2. [5 Ways A Business Can Help Their Employees](#), Source: **Canadian Centre for Occupational Health and Safety**
3. [Tip Sheet for Employers](#), Source: **Workplace Safety & Insurance Board**
4. [Pandemic Preparedness Checklist](#), Source: **Workplace Safety & Insurance Board**
5. [Frequently Asked Questions for Business](#), Source: **Public Health Agency of Canada**
6. [ICID Business Pandemic Planning Toolkit](#), Source: **International Centre for Infectious Diseases**

## Business Contingency Plans and Service Continuity Plans

1. [Business Continuity Plan: Infectious Diseases](#), Source: **Canadian Centre for Occupational Health and Safety**
2. [Business Continuity Planning Guide for Influenza Pandemic: What Businesses Need to Know](#), Source: **Business Development Bank of Canada**
3. [Regardless of Swine Flu...Creating a Service Continuity Plan](#), Source: **Imagine Canada**
4. [Service Continuity Planning Tool](#), Source: **Ready for Crisis**

## **SECTION FIVE**

### **DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES**

## DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES

### CANADIAN SITES

1. **Health Canada**
  - [www.hc-sc.gc.ca](http://www.hc-sc.gc.ca)
  - Bilingual site
  - Direct link to Public Health Agency website
  - H1N1 information in the form of fact sheets, care plans and news releases
  - Information on influenza pandemic planning
  
2. **Public Health Agency of Canada**
  - [www.phac-aspc.gc.ca](http://www.phac-aspc.gc.ca)
  - Bilingual site
  - H1N1 information including specifics for businesses
  - Map of Canada that displays current H1N1 information for all provinces and territories
  - Many H1N1 tools and resources in the form of television and radio ads, posters, web buttons and banners available in French, English and First Nations, Inuit languages
  - Pandemic planning section with specific reference to businesses
  - People can subscribe to this site to receive H1N1 updates
  - **Fightflu.ca** and **pandemicinfluenza.gc.ca** are direct links to Public Health Agency site
  
3. **Ministry of Health and Long-Term Care Ontario**
  - [www.health.gov.on.ca](http://www.health.gov.on.ca)
  - Bilingual site
  - H1N1 information
  - H1N1 fact sheets, brochures and audio recordings available in 28 languages
  - Pandemic planning guide consisting of much information including checklists and referral to other resources
  
4. **British Columbia government website**
  - [www.gov.bc.ca/health](http://www.gov.bc.ca/health)
  - H1N1 information
  - Resources consist of facts and public service announcements
  - Pandemic information

## DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES

### CANADIAN SITES CONT'D

5. **Santé et Services sociaux Québec**
  - [www.msss.gouv.qc.ca](http://www.msss.gouv.qc.ca)
  - Bilingual site
  - H1N1 information
  - Information for Employers
  - Resources consist of fact sheets, pamphlets, posters and news releases.
6. **BC Centre for Disease Control**
  - [www.bccdc.ca](http://www.bccdc.ca)
  - H1N1 information
7. **International Centre for Infectious Diseases**
  - [www.icid.ca](http://www.icid.ca)
  - Will be a bilingual site in the near future. You can sign up for email alerts on readiness at [businessfluplan.ca](http://businessfluplan.ca)
  - H1N1 information
  - Information on pandemic preparation and a pandemic planning toolkit
  - Resources consist of checklists, fact sheets, posters and a PowerPoint presentation for employers
8. **Human Resources and Skills Development Canada**
  - [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)
  - Bilingual site
  - On the "Labour" link, there is information for employers with respect to their obligations during an H1N1 pandemic, health and safety issues and news releases from the Minister of Labour
9. **Public Safety Canada**
  - [www.publicsafety.gc.ca](http://www.publicsafety.gc.ca)
  - Bilingual site
  - A guide for businesses on business continuity planning
10. **Canadian Centre for Occupational Health and Safety**
  - [www.ccohs.ca](http://www.ccohs.ca)
  - Bilingual site
  - Information on Pandemic planning at work and a pandemic planning toolkit
  - Information on Business Continuity Planning
  - Posters on the prevention of influenza

## **DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES**

### **CANADIAN SITES CONT'D**

11. **Workplace Safety and Insurance Board**

- [www.wsib.ca](http://www.wsib.ca)
- Bilingual site
- Pandemic planning for the workplace
- Resources consist of fact/tip sheets, checklists and posters

12. **Public Safety**

- [www.safecanada.ca](http://www.safecanada.ca)
- Bilingual site
- Information on emergency preparedness at work
- Resources consist of a guide, checklists, articles and links to other websites

13. **Vancouver Coastal Health**

- [www.vch.ca](http://www.vch.ca)
- H1N1 information
- Information on pandemic preparedness
- Resources consist of prevention posters available in five languages and a flu clinic locator

14. **Ontario First Nations Pandemic**

- [www.pandemic.knet.ca](http://www.pandemic.knet.ca)
- H1N1 information and prevention
- Resources consist of posters and fact sheets available in three Aboriginal languages

15. **Imagine Canada**

- [www.imaginecanada.ca](http://www.imaginecanada.ca)
- Bilingual site
- Information for non-profits and the H1N1 flu virus
- Webinar on H1N1 and non-profits

16. **At Work Settlement**

- [www.settlement.org](http://www.settlement.org)
- Bilingual site
- Good information for non-profits
- Article on H1N1 and the issues it raises for non-profits

## **DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES**

### **CANADIAN SITES CONT'D**

17. **CATIE**
  - [www.catie.ca](http://www.catie.ca)
  - Bilingual site
  - Good source for information for PLWHIV/AIDS
  - Article on H1N1 and PLWHIV/AIDS
  
18. **Ontario Chamber of Commerce**
  - [www.occ.on.ca](http://www.occ.on.ca)
  - Pandemic planning toolkit endorsed by the Canadian Chamber of Commerce
  
19. **Business Development Bank of Canada**
  - [www.bdc.ca](http://www.bdc.ca)
  - Bilingual site
  - Business continuity planning tool
  
20. **Ready for Crisis**
  - [www.readyforcrisis.ca](http://www.readyforcrisis.ca)
  - Bilingual site
  - Online service continuity course
  - Community resiliency activity book online
  
21. **Manitoba Federation of Non-Profit Organizations Inc.**
  - [www.voluntarysector.mb.ca](http://www.voluntarysector.mb.ca)
  - Information for the non-profit sector on H1N1 preparation
  - List of resources

### **AMERICAN SITES**

1. **Centers for Disease Control and Prevention**
  - [www.cdc.gov/](http://www.cdc.gov/)
  - Bilingual (Spanish) site
  - H1N1 information
  - Article on H1N1 and PLWHIV/AIDS
  
2. **Non-profit Risk Management Centre**
  - [www.nonprofitrisk.org](http://www.nonprofitrisk.org)
  - Risk management for non-profits
  - Article on Avian Flu and the issues it raised for non-profits

## DIRECTORY OF RELIABLE WEBSITES AND EDUCATIONAL RESOURCES

### INTERNATIONAL SITES

1. **United Nations- AIDS Division**
  - [www.unaids.org](http://www.unaids.org)
  - Multilingual site
  - Article on H1N1 and HIV infection
  
2. **World Health Organization**
  - [www.who.int](http://www.who.int)
  - Multilingual site
  - International perspective on H1N1
  - Guidance note on H1N1 and HIV infection
  
3. **Ministère de la Santé et des Sports**
  - [www.sante-sports.gouv.fr/](http://www.sante-sports.gouv.fr/)
  - Bilingual site
  - H1N1 Information
  - Article on H1N1 and HIV infection