

PROCEDURE 2.15.1: COMMUNICABLE DISEASES

Students

To avoid exclusion from the college, students with identified chronic communicable diseases may attend college when, through reasonable accommodation, the risk of transmitting the disease and/or the risk of further injury to anyone on campus is sufficiently remote.

This standard, in conjunction with current public health department guidelines concerning the specific disease, and following college processes and procedures, are used to make placement decisions. Individual cases will not be prejudged; rather, decisions will be made based upon the facts of each individual situation.

Employees

Employees with identified chronic communicable diseases are permitted to retain their positions when, through reasonable accommodation of their physical condition and without undue hardship to the college, there's no reasonable risk of transmitting the disease to others. Such employees remain subject to the board's employment policies, including, but not limited to the current collective bargaining agreement in effect, sick leave, physical examinations, and temporary and permanent disability and termination.

Right to privacy

The college respects the right to privacy of any student or employee who has a chronic communicable disease. The person's medical condition is disclosed only to the extent necessary to minimize the overall health risks. The number of personnel aware of the person's condition is kept to the minimum needed to assure proper care and detect potential situations where the transmission of the disease may increase. People who have a direct need to know will be provided the appropriate information; however, they won't further disclose the information.

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