

**POLICY
BOARD OF TRUSTEES
MAYLAND COMMUNITY COLLEGE**

Title: COMMUNICABLE DISEASE

Type: PERSONNEL

POLICY NO: 4.008

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Charles Ronald Kates
Chairman

AUTHORITY: NCGS 115D-20 (7)

1. Policy Statement

It is the policy of Mayland Community College that individuals who have, or are perceived to have, a communicable disease or communicable condition shall receive fair and impartial treatment in all aspects of employment, administration of benefits, class attendance and College functions. In the case of an individual having a communicable disease or a communicable condition, employment or enrollment shall only be denied, terminated, or restricted where it can be reasonably expected, given the condition of the individual and the known or reasonably suspected methods and manner of exposure, that there exists a real likelihood of transmission or infection to third parties by reason of continued or unrestricted employment or enrollment.

2. Obligations of the Individual

Persons who know, or who have reason to believe, they are infected with a communicable disease or communicable condition have an ethical and legal obligation to conduct themselves in accordance with such knowledge in order to protect themselves and others. An individual who knows, or who has a reasonable basis for believing, that he or she may be infected with a communicable disease or communicable condition is encouraged to obtain a medical diagnosis of their condition and share the results of the diagnosis with the Coordinator, Personnel Services and/or the President.

3. Obligations of the College

No medical information relative to an individual's condition shall be disclosed without that individual's permission except as required by state and/or federal law, or in an adversarial proceeding between the College and an individual whose employment or enrollment has been affected by reason of conditions stated in Section 1 above. In addition to safeguarding confidential medical information against disclosure, within the College, medical information shall be restricted to those with a legitimate interest and the administration shall insure that access and dissemination is properly restricted to faculty and staff in the line of supervision, health care and legal advisors restricted by confidentiality, and the Board of Trustees in closed session.

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4. Medical Examinations

The College reserves the right to require an individual to undergo a medical examination by a physician or health professional chosen by the College whenever there is a question of the individual's fitness to attend classes and/or work, or where there is a reasonable basis for concern that an individual's condition could pose health or safety hazards for other persons. If an individual is diagnosed as having a communicable disease or communicable condition which poses health or safety hazards to others, the College will make every effort to provide reasonable accommodations to allow the individual to continue work or study.

5. Communicable Disease Awareness and Education Program

The College will establish and implement a program to educate and inform employees and students about communicable diseases. The program will include, at a minimum, written publications, seminars and workshops, and curriculum content. The College will cooperate with local health departments and the Center for Disease Control in all endeavors concerning communicable disease education and information.

6. Definitions

The following definitions shall apply throughout this Policy:

a) "Communicable disease" means an illness due to an infectious agent or its toxic products which is transmitted directly or indirectly to a person from an infected person or animal through the agency of an intermediate animal, host or vector, or through the inanimate environment.

b) "Communicable condition" means the state of being infected with a communicable agent but without symptoms.

c) "Individual" means any employee, student, or applicant for admission or employment at the College.

d) "Workplace" means any property or location owned, leased or used by the College for the purpose of carrying out and administering the business of the College.