



CHAPTER 2	SECTION NO.
College Personnel – Personnel General	2.13
REFERENCE	<i>Adopted: October 12, 2010</i>
	<i>Reviewed: September 14, 2010</i>
	<i>Revised:</i>
2.13.02 Chronic Communicable and Infectious Disease Policy	

Students and College employees with a chronic communicable and infectious diseases may attend the College or work at their assigned stations whenever, through reasonable accommodations, they do not constitute a direct threat to the health or safety of themselves or other individuals.

Student Considerations: Placement decisions will be made by using this standard in conjunction with current, available medical information concerning the particular disease in question. Individual cases will not be prejudiced; rather, decisions will be made based upon the facts of the particular case. The determination of whether a student with a chronic communicable or infectious disease may attend the College shall be made in accordance with procedures implemented by the College. Persons deemed to have a “direct need to know” will be provided with the appropriate information; however, these persons shall not further disclose such information.

Whenever a student with a chronic communicable or infectious disease may constitute a direct threat to the health or safety of themselves or others, all reasonable accommodations having been explored and/or exhausted, the decision to allow or disallow the student to attend the College will be made on an individual basis in a timely manner by the College President in consultation with the Vice President of Student Services and a medical expert selected by the President or his/her designee using current medical information concerning the particular disease in question. Decisions will be made based upon the facts of the particular case and may be re-evaluated from time to time. Attempts will be made to seek the consent of the student (or parent/guardian) for actions taken.

Employee Considerations: Whenever a College employee with a chronic communicable or infectious disease may constitute a direct threat to the health or safety of themselves or others, all reasonable accommodations having been explored and/or exhausted, the decision to allow or disallow the employee to continue to work at his/ her assigned position will be made on an individualized basis in a timely manner by the College President in consultation with the Director of Human Resources, the appropriate Vice President and a medical expert selected by the President or his/her designee using current medical information concerning the particular disease in question. Decisions will be based upon the facts of the particular case and may be re-evaluated from time to time. Attempts will be made to seek the consent of the employee for actions taken. Only when the employee is permanently unable to perform with reasonable accommodations, essential functions of his or her job or constitutes a direct threat to the health or safety of others may he or she be dismissed.

Employment decisions will be made utilizing the general legal standard in conjunction with current, available medical information concerning the particular disease in question. Individual cases will not be prejudged; rather, decisions will be made based upon the facts of the particular case. The determination of an employee’s continued employment status will be made in accordance with the procedures implemented by the College. Employees covered by a collective bargaining agreement will have this policy administered consistent with their respective agreements.