

Title/Topic: Managing Communicable Diseases

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Monitoring Unit:

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MANAGING COMMUNICABLE DISEASES

PURPOSE

To prohibit unlawful discrimination against individuals infected with or believed to be infected with communicable diseases, to provide assistance in managing working/learning environments where individuals are infected with communicable diseases, to establish educational programs designed to alter at-risk behavior and activities and to identify appropriate offices having responsibility for addressing issues relating to communicable diseases.

POLICY

The University will comply with all federal and state laws governing the management of communicable diseases and other health problems (e.g., HIV Infection, Hepatitis B, Tuberculosis, etc). Every reasonable precaution will be taken to minimize risks that employees' or students' conditions may present to themselves or others. The University will not, however, discriminate against any individual whose health condition does not pose a risk to students or employees in the usual work, academic or residential setting. Supervisors and faculty are expected to be sensitive to health problems of employees and/or students and ensure that such persons are treated confidentially, fairly and impartially, and are provided reasonable accommodations. Psychological and/or physical abuse of persons known or believed to have a communicable disease will not be tolerated.

If current knowledge indicates that an individual's health condition does not pose a risk to others, the student or employee will be permitted to continue to engage in as many of the normal pursuits as the condition allows. If the student is unable to meet academic standards or an employee is unable to perform the essential duties of his or her job, the Dean of Students or the Office of Human Resource Management should be advised as soon as it is reasonably possible. These offices have responsibility for determining what modifications, if any, must be made in the work or academic environment of the affected individual.

The University will respond to each situation as required by the particular facts of the case. The confidentiality of an employee's or student's health history will be maintained consistent with medical, legal, and ethical standards.

Who to Contact For Assistance with Student/Employee Health Concerns

Supervisors with concerns about an employee's health condition should notify the Office of Human Resource Management, Employee Relations Section.

Faculty and/or staff with concerns about a student's health condition should contact the Dean of Students Office.

Educational and Counseling Resources

Consistent with its concern for students and employees, the University offers a range of resources about various health conditions. You may contact the following offices:

Student Health Center offers students educational consultations, a resource library, medical and mental health management, and referral to community service programs for additional assistance.

Wellness Education Program regularly provides educational programming to academic classes, student organizations, student residential groups and the campus at-large.

HRM Employee Assistance Program offers employees confidential consultations for managing health and other benefits, employee accommodations, special workshops, educational resources, and referrals to community service programs for additional assistance.

Related policies:

PS-26 Policy on Disabled Persons

PS-65 Policy on Management of Human Body Waste