

METROPOLITAN COMMUNITY COLLEGE

BOARD POLICY

2.05111 BP

COMMUNICABLE DISEASES

2.05111 BP

For purposes of this policy, a communicable disease is an illness capable of being transmitted from one person to another by direct contact with an affected individual or the individual's discharges or by indirect means. Examples include, but are not limited to, such diagnoses as hepatitis, Mycobacterial infections such as tuberculosis, measles and mumps.

MCC recognizes that employees or students with any suspected or confirmed communicable illness may wish to continue their employment or studies. As long as they are able to meet acceptable performance and/or academic standards, comply otherwise with all other required occupational, federal, state and local health policies which describe mandatory screenings and vaccinations, and the medical evidence indicates that their conditions are not a threat to themselves or others, it is the policy of MCC that these employees and students be treated consistently with other employees and students in academic and employment matters. All instances of communicable disease among MCC community members will be evaluated on a case-by-case basis, when possible, to determine what if any restrictions apply, given the type of illness, the individual's health status, and the nature of work or work setting, among other relevant factors. In the setting of a large epidemic or pandemic, case-by-case evaluation may not be possible and broad restrictions may be implemented as required by law.

Communicable Illness Screenings. Any member of the MCC community who believes he or she has contracted a communicable illness that may be transmitted in a business or academic setting must report the symptoms or illness to The Director of Benefits for Human Resources if an employee or to the dean of students if a student. During certain communicable disease outbreaks such as a large epidemic or pandemic, all members of the MCC community may be subject to requirements imposed by federal and or state and local authorities. This may include requirements that individuals who travel to and from countries with active communicable illness outbreaks report such travel and may also include testing and screenings considered medically appropriate prior to returning to work or school. This could also apply to new members of the MCC community coming from such countries who must be screened. MCC business and study away from campus travel may also be suspended and registration or position appointments delayed under such provisions.

Medical Care. Individuals with suspected or confirmed communicable illnesses are encouraged to seek proper medical care, counseling, and education. Employees and students should look primarily to their personal physician or treatment provider for appropriate medical care and counseling.

Confidentiality. MCC recognizes the importance of protecting, to the greatest extent possible, the confidentiality and privacy interests of all employees and students suspected of having or who have a communicable illness. Accordingly, such information should be handled with the same degree of care and sensitivity as is accorded to other types of highly confidential information. MCC will disclose sensitive medical information of employees and students no further than is necessary, as directed by state, federal and local law, to ensure the health and safety of MCC employees and students.

Reporting and Review Requirements for Certain Communicable Illnesses. Employees who know they have a communicable illness or who have a reasonable basis for believing that they have a communicable illness have an obligation to conduct themselves responsibly for their own protection and the protection of other members of the MCC community. Employees with communicable illnesses must not knowingly engage in any activity that creates a material risk of transmission to others.

Decisions regarding restrictions on or modifications of employment and academic duties/activities and access to facilities or programs as a result of a communicable illness will be made on a case-by-case basis, when possible, depending on the type and nature of the communicable illness, the nature of work or work setting, and the risk to the health of the individual or others. Such restrictions or modifications may include, among other things, changes in job functions, location, or work schedule, and/or removing the individual from the work setting. MCC shall make efforts to implement such decisions as discreetly and confidentially as possible, with as little harm as possible to the person, his/her career, and his/her standing in the community.

Tuberculosis Screening. To help avoid an outbreak of tuberculosis within MCC and to meet state and regulatory requirements, all new students and all new fulltime employees are required to complete a screening questionnaire to assess their risk factors for tuberculosis.

Students and employees whose responses require additional screening shall be notified and advised of measures necessary to proceed with registration or employment.

Reference: 3.25055 Confidentiality of Student & Employee Data

Adopted: Board of Trustees
April 12, 1990
(Editorial Corrections 1/17/06)

Revised: March 31, 2016