

BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.34

Title All Personnel

Communicable Diseases and Life-Threatening Illnesses

Employees with a communicable disease will be allowed to perform their customary employment duties provided they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission to others. The term "communicable disease" shall mean an infectious or contagious disease spread from person to person or animal to person or as defined by law.

Procedures for the prevention and control of communicable diseases shall be included in the College's bloodborne pathogens exposure control plan. The procedures shall include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees, and record keeping. This plan shall be reviewed annually by a qualified health services professional.

The health risk to immunodepressed employees shall be determined by their personal physician. The health risk to others in the college environment from the presence of an employee with a communicable disease shall be determined on a case-by-case basis by the employee's personal physician, a physician chosen by the College, or public health officials.

An employee shall notify the Chief Human Resources Officer when the employee learns a communicable disease exists. It shall be the responsibility of the President or designee to notify the Iowa Department of Health when evidence of a reportable communicable disease is known.

Health data of an employee is confidential, and it shall not be disclosed to third parties. Employee medical information, if any, shall be kept in a file separate from the employee's personal file.

It shall be the responsibility of the President to develop administrative procedures stating the protocol for dealing with employees with a communicable disease.

Date of adoption 6/15/92

Legal Reference: (Code of Iowa)

Date of last revision 12/11/95

139; 141.

Date of current revision 10/11/04

Related Administrative Procedures and Cross References _____

506.2 Exclusion for Communicable Diseases; WITCC Guidelines on AIDS;

WITCC Hazard Communication Program - Employee Right-To-Know-Law;

B O A R D P O L I C Y

WESTERN IOWA TECH COMMUNITY COLLEGE

Procedures for Occupational Exposure to Bloodborne Pathogens Standards
