

## COMMUNICABLE DISEASES ON CAMPUS

**PURPOSE:** To communicate University guidelines regarding the treatment of faculty, staff and students who may have been diagnosed with a communicable disease, and establish a process for handling any issues that may arise when faculty, staff or students are affected by a communicable disease. In addition, to establish and maintain a procedure for controlling health risks associated with communicable diseases, to raise awareness of such diseases through education, and to establish a system of reporting the presence of such disease on campus to the proper public health agencies when required by law.

**POLICY:** The University will treat all faculty, staff, and students diagnosed with a communicable disease in a non-discriminatory manner, in compliance with University, State and Federal regulations. Faculty, staff, and students will be treated with care and understanding when dealing with their personal crises.

**DATE APPROVED:** JULY 7, 1999

**REVIEWED:** SEPTEMBER 1, 2007

### PRACTICES AND PROCEDURES:

- I. Definition of Communicable Diseases
  - A. Any and all transmittable diseases listed by the U.S. Public Health Service, both infectious and contagious, including but not limited to blood borne pathogens such as Hepatitis B Virus (HBV), Tuberculosis, Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), and other sexually transmitted diseases.
- II. General Information
  - A. Faculty, staff, students who are unable to perform their tasks, or studies due to any medical conditions, and/or have been diagnosed by a physician as being contagious, and/or who are returning from sick leave, must present a physicians statement permitting resumption of work duties, or studies, and/or stipulating work, study, or dormitory restrictions to the Director of Human Resources/Vice President & Dean of Student Affairs.
  - B. In the case of a student or potential student, all other pertinent health regulations and/or University policy for admission or readmission must also be met.
  - C. Routine screening for blood borne pathogens will not be required for

employees, students, or potential students except for that which may be required by OSHA for health service employees, security officers, or custodians under the regulation for HBV, "Occupational Exposure to Blood borne Pathogens."

### III. Protecting Faculty, Staff, and Student Rights

- A. Faculty, staff, and students shall not harass or discriminate against any person infected with AIDS or any other communicable disease, and will be expected to work with and participate in all University activities and programs with any person infected with AIDS or any other communicable disease.
- B. Franklin Pierce University will treat all medical information obtained from faculty, staff, or students with AIDS, or any other communicable disease as confidential as required by all State and Federal laws.
- C. Faculty, staff, or students are not required to inform the University about the existence of any communicable disease or positive test results. No medical reports will be provided to directors, supervisors, faculty, or parents without the expressed written consent of the patient, unless deemed a medical emergency.
- D. The Director of Health Service and the Director of Human Resources shall determine if the disease is one protected under the Americans with Disabilities Act (ADA).
- E. Faculty, staff, and students, with communicable (or non-communicable) diseases, may be protected under Federal and State law. The Director of Human Resources/Assistant Director of Human Resources, or in the case of a student, the Vice President & Dean of Student Affairs/Associate Dean of Students should be contacted immediately if there is ever a question concerning any application of this policy.

### IV. Controlling Health Risks

- A. Specific guidelines for infection control and for the handling of hazardous waste, including but not limited to medical supplies and sharps exposed to blood and/or body fluids, shall be developed and implemented by the appropriate University departments such as health services, laboratory sciences, food service, etc.
- B. Guidelines shall be developed by individual departments under the direction of the Director of Health Services and/or the Chemical Hygiene Officer.
- C. Guidelines shall be consistent with all other University policies, including the Chemical Hygiene Plan.
- D. Guidelines affecting students shall be approved by the Vice President & Dean of Student Affairs and by the Director of Human Resources for faculty and staff.
- E. Faculty, staff and students shall be encouraged to voluntarily inform the Director of Health Services or other University personnel of the existence of a communicable disease. However, all faculty, staff and students are protected under this policy from any act of

discrimination against them in response to providing voluntary information as indicated in Section III.

- V. Identification of a Communicable Disease Case on Campus
- NOTE: Any information, whether substantiated or not, must be maintained as confidential in accordance with Federal and State laws. Healthy service staff and key administrators must remember that all confidential medical information is protected by statutes and that any unauthorized disclosures may create legal liability.
- A. In the event of an identified case, the Director of Health Services shall consult with the University physician and contact the Center for Disease Control and/or local public health authorities, when required by law, in strict accordance with public health reporting requirements.
  - B. The Director of Health Services shall then advise the President of the diagnosis and the associated level of health risk to other faculty, staff, and/or students.
  - C. The President will immediately contact the Vice President of University Relations, Director of Human Resources, or in the case of a student, the Vice President & Dean of Student Affairs. The Personnel Policy: "Treatment of Public Inquiries" should also be referenced at this time.
  - D. The number of University administrators made aware of the existence and/or identity of either employees or students who have a communicable disease shall be limited to those stated in Section V., Items A., B., and C. The number of people in the University community with a need to know this information shall be kept to an absolute minimum, both to protect the confidentiality and privacy of the infected person(s) and to avoid the generation of unnecessary fear and anxiety among faculty, staff and students.
- VI. How to Respond to Inquires
- A. Reference Personnel Policy: "Treatment of Public Inquiries" for proper handling of any inquiries, regarding campus health issues, from any of the University's constituencies.
  - B. All inquiries from members of the public or from the media regarding possible communicable disease cases on campus shall be directed to the Office of Public Relations.
  - C. All inquiries from faculty and/or staff shall be forwarded to the Director of Human Resources.
  - D. All inquiries from currently enrolled students and/or their parents shall be forwarded to the Vice President & Dean of Student Affairs.
  - E. CAUTION: When presented with an inquiry and not sure how to address the situation, contact either the Vice President & Dean of Student Affairs, and/or the Director of Human Resources who will contact labor council if deemed necessary.
- VII. Education
- A. Franklin Pierce University recognizes the need for all faculty, staff, and students to be accurately informed about AIDS and other communicable diseases. Therefore, the University will make every

effort to make current information and workshops available regarding these diseases, and how they are, and are not transmitted, and how to contain them from spreading.

- B. A University educational awareness program and safety precautions for avoidance of blood borne pathogens shall be established and implemented by the Director of Health services, in accordance with the OSHA regulation for HBV, "Occupational Exposure to Blood borne Pathogens", for both students and employees with the approval of the Vice President & Dean of Student Affairs/Director of Human Resources.
- C. Education awareness shall consist of workshops and/or the issuance of brochures, and memos providing information on the health risks, transmission, symptoms, screening and treatment of communicable diseases which are currently presenting a serious public health threat.
- D. Medical authorities believe that AIDS, cannot be transmitted through ordinary social settings and normal work conditions.
- E. Because of continuing medical research which is rapidly changing available medial data and shifting public health policies, particularly in the case of HIV and AIDS, Health Services will make every effort to disseminate the very latest information available and keep the University community aware of significant changes in a timely manner.