

## Infectious Disease Policy

### General

Wallace Community College (WCC) is committed to providing a healthy and safe environment for employees and students. WCC recognizes that individuals employed or enrolled at the College may be exposed to disease and desires to minimize their risk of contracting a significant infectious disease. WCC strives, in cooperation with the Centers for Disease Control of the United States Public Health Service and the Alabama State Health Department, to maintain a balance between the need to educate all students, protect employee and student rights, to prevent the transmission of significant infectious diseases.

Significant Infectious Disease shall be defined as an illness due to an infectious agent or its toxic products which is transmitted directly or indirectly to a person from an infected person or animal through the agency of an intermediate animal, host or vector, or through the inanimate environment. These diseases shall include, but not be limited to the following:

- Acquired Immune Deficiency Syndrome (AIDS) and AIDS related complex (ARC)
- Chickenpox
- Ebola virus disease (EVD)
- Hepatitis A, B, C and D
- Influenza
- Measles
- Meningitis
- MRSA
- Positive HIV antibody status
- SARS
- Sexually Transmitted Diseases including Chancroid, Chlamydia Trachomatis, Gonorrhea and Syphilis
- Staph Infections
- Tuberculosis
- Whooping Cough

For additional reportable diseases, see Chapter 420-4-1 of the Administrative Code of the Alabama State Board of Health. WCC will follow the procedures for providing notification as specified by the State Board of Health.

Persons who know or who have reason to believe that they are infected with a significant infectious disease have an ethical and legal obligation to conduct themselves in accordance with such knowledge in order to protect themselves and others.

Students and employees who have been diagnosed with, exposed to, or show signs of significant infectious diseases, whether symptomatic or not, are expected to seek expert medical advice and are encouraged to advise local health authorities. Local health authorities should offer counseling to individuals about measures which can be taken to prevent the spread of infection and about ways to protect their own health. **WCC is required by law to notify the state health department of all cases of reportable infectious disease.**

Due to the contagious nature of infectious diseases and the requirements imposed on WCC by law, it is necessary for the College to be aware of all persons diagnosed with, exposed to, or who exhibit symptoms of a significant infectious disease. Students and employees who

have been diagnosed, exposed to, or show signs of significant infectious diseases, whether symptomatic or not, are required to share that information with the appropriate College administrator listed below. WCC also urges all students to report their diagnosis of any other communicable infectious diseases, including conjunctivitis and infectious mononucleosis to the appropriate College administrator. Medical information relating to the communicable diseases of a student or employee will be disclosed to responsible WCC officials only on a strictly limited need-to-know basis.

### **Procedures for Employees and Students with a Significant Infectious Disease:**

1. An employee who is diagnosed as having a significant infectious disease, or who requests special accommodations should notify the Dean of Business Affairs, Mr. Lynn Bell, or his designee.
2. A student who is diagnosed with, exposed to, or has cause to believe he or she has a significant infectious disease, or who requests special accommodations, should notify the Director of Student and Campus Services/Student ADA Coordinator who will inform the Dean of Business Affairs as necessary.
3. An employee who is diagnosed with, exposed to, or has cause to believe he or she has a significant infectious disease, or who requests special accommodations, should notify the Director of Human Resources/Employee ADA Coordinator who will inform the Dean of Business Affairs as necessary.
4. WCC will report all necessary information, as required by law, to the County or State Health Department.
5. If necessary, WCC will develop a plan and procedure for addressing the reported significant infectious disease in conjunction with and after consulting the County or State Health Department.

Any restrictions applied to the use of campus facilities or personal contact will be based on a case-by-case basis after consulting with the State or County Health Department. WCC has the authority to restrict an employee or student with a significant infectious disease from campus facilities for the purpose of ensuring the well-being of all of its employees and students.

If WCC, in consultation with the State or County Health Department, determines that the significant infectious disease requires limited contact with others, some of the restrictions available are to prohibit attendance at class or work or College functions until a diagnosis has been made and clearance given by a healthcare provider or the State or County Health Department.

### **Confidentiality and Assurance against Retaliation**

Every effort will be made to ensure confidentiality of information received as a part of this policy and to protect the privacy of all parties involved. Retaliation against employees and/or students who report concerns is strictly prohibited and may be grounds for disciplinary action.

### **Disciplinary Procedure**

Employees found in violation of this policy will be subject to disciplinary action in accordance with as stated in the WCC College's Employee Personnel Handbook and Alabama State Board of Education Policies. Students found in violation of this policy will be subject to disciplinary action in accordance with the Student Code of Conduct.