



02.17.00 COMMUNICABLE DISEASES

Division: **College Employees**

Adopted: **09/1987**

Revised: **06/1993, 03/2014, 12/2018**

Reviewed: **10/2022**

A communicable disease is one that is spread from one person to another person through a variety of ways which may include contact with blood and bodily fluids, breathing in an airborne virus, or being bitten by an insect.

For purposes of this policy, communicable diseases are those defined by the Illinois Department of Public Health (IDPH). Examples of communicable diseases are common cold, flu, chickenpox, malaria, tuberculosis, and diphtheria.

Unlike a cold, the flu, or other common communicable diseases, a chronic communicable disease may last for months or even a lifetime.

The College's decisions involving persons who have communicable diseases shall be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has a communicable disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with a communicable disease.

The College will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely because they have a communicable disease. The College reserves the right to exclude a person with a communicable disease from College facilities, programs and functions if the College finds that, based on a medical determination, such restriction is necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the College community.

The College will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease. Every effort will be made to ensure procedurally sufficient safeguards to maintain the personal confidence about persons who have communicable diseases.

Employees are to notify the Human Resources Department immediately if they have or are a carrier of a reportable infectious communicable disease (as defined by the Illinois Department of Public Health).

Students should refer to Section III of the Board Policies for additional information.

Related Institutional Procedures: