

John A. Logan College places a high priority on the need to prevent the spread of chronic infectious diseases on its campus. The College is committed to educating its staff, students and the community about infectious diseases, **particularly since** there is currently no cure for **particular diseases, such as Human Immunodeficiency Virus (HIV) Infection – the cause of Acquired Immune Deficiency Syndrome (AIDS), and Hepatitis C.** Education regarding the methods by which these viruses may be transmitted and how to prevent transmission is essential. The adoption of this policy indicates the intention of John A. Logan College to promote the health and regular attendance of our students so they may attain their maximum potential for learning.

Students With Chronic Infectious Diseases

Students with identified chronic communicable diseases may attend normal school functions, including classes, whenever, through reasonable accommodation, the risk of transmission of the identified disease and/or the risk of further injury to the identified student is sufficiently remote in such a setting as to be outweighed by the detrimental effects resulting from the students' exclusion from these normal school functions. Placement decisions will be made using this standard in conjunction with current, available public health department guidelines, i.e., county, state, federal and the Center for Disease Control **and Prevention**, concerning the particular disease in question. Individual incidents will not be prejudged; rather, decisions will be made based upon the facts of the particular case. The determination of whether a student with a chronic communicable disease may attend college shall be made in accordance with procedures implemented by the College.

The College shall respect the right to privacy of any student who has a chronic communicable disease. The student's medical condition shall be disclosed only to the extent necessary to minimize the health risks to the student and others. The number of personnel aware of the student's condition will be kept at the minimum needed to assure proper care of the student and to detect situations in which the potential for transmission of the disease may increase. Persons deemed to have "a direct need to know" will be provided with the appropriate information; however, these persons shall not further disclose such information.

Employees With Chronic Infectious Diseases

Employees with identified chronic communicable diseases shall be permitted to retain their positions whenever, through reasonable accommodation of the employee's physical condition and without undue hardship to the employer, there is no reasonable risk of transmission of the disease to others. Such employees shall remain subject to the Board's employment policies, including, but not limited to the current collective bargaining agreement in effect, sick leave, physical examinations, temporary and permanent disability and termination.

Employment decisions will be made by utilizing the general legal standard in conjunction with current, available public health department, i.e., county, state, federal and the Center for Disease Control **and Prevention**, guidelines concerning the particular disease in question. Individual cases will not be prejudged; rather, decisions will be made based upon the facts of the particular case. The determination of an employee's continued employment status will be made in accordance with procedures implemented by the College.

The College shall respect the right to privacy of any employee who has a chronic communicable disease. The employee's medical condition shall be disclosed only to the extent necessary to minimize the health risks to the employee and others. The number of personnel aware of the employee's condition will be kept at the minimum needed to detect situations in which the potential for transmission may increase. Persons deemed to have "a direct need to know" will be provided with the appropriate information; however, these persons shall not further disclose such information.

Enforcement Guideline

1. Students identified as having a chronic communicable disease(s) will have the same rights and responsibilities outlined in the Student Rights and Responsibilities Handbook, and any special treatment of such students will be in accordance with the procedures in that handbook.
2. Any employee identified as having a chronic communicable disease(s) will have his/her situation handled through provisions presently contained in the contract between the **employee's bargaining unit** and the Board of Trustees and/or existing College policies.
3. Any disciplinary action, reassignments, or other necessary or desirable changes in the status of a student or an employee will be handled with the strictest confidentiality, on an individual basis, and in accordance with existing law and College policy.
4. Medical records relevant to the case of any student or employee identified as having a chronic communicable disease(s) may be requested by the College to become a part of the file of such cases.
5. Any student or employee with an identified chronic communicable disease where some action in regard to that disease is taken by the College will have all appeal procedures available to them as contained in College policy, and, in the event such procedures may not be clear to the student or employee, satisfactory procedures will be worked out between the College and the employee or student.

ADOPTED: NOVEMBER 9, 1987
AMENDED: **MARCH 22, 2016**
REVIEWED: NOVEMBER 10, 2015
LEGAL REF.:
CROSS REF.: