

## Communicable Diseases Including AIDs and ARC

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Whenever an employee or student has been diagnosed by a physician as having a communicable disease, such employee or student shall report the diagnosis and nature of the disease to the President or his/her designee so that a proper reporting may be made to the county or joint board of health as required by statute. Reference to employee and employment herein shall also apply to a student and participation in classes and college activities.

An employee diagnosed by a physician with a communicable disease dangerous to the public health may be required to withdraw from active employment for the duration of the illness in order to give maximum health protection to other college employees and to students.

In the event that a college employee has been diagnosed as having a communicable disease and the President has been notified by the employee, the President shall determine whether a release shall be obtained from the employee's physician indicating that the employee is free from all symptoms of a severe communicable disease.

Decisions regarding the type of employment setting for an employee with a communicable disease shall be based upon the physical condition of the employee and the expected type of interaction with other employees and students. These decisions are best made using the "health assessment team" approach including but not limited to the employee's physician, public health personnel, President, Dean of Student Services, and the student's parents if applicable. No information regarding employees with communicable diseases shall be released by college personnel without the employee's consent except in order to comply with state and federal statutes.

Pursuant to K.S.A. 65-129e and implementing regulations and any amendment thereto, the Chief Student Affairs Officer shall be the college designee for NCCC. The college designee for purposes of this paragraph shall be responsible for submission of a TB prevention and control plan to Kansas Department of Health and Environment and shall be responsible for oversight and implementation of the NCCC TB prevention and control plan. The college designee shall report to the President of NCCC. The NCCC TB prevention and control plan as may be amended from time to time shall be maintained as a public record in the business office for each campus.

In each case involving an employee with AIDS, ARC, or a seropositive test for the HIV virus, the board shall reserve the right to make a final decision regarding the employment status of the employee after taking into account the recommendations of the health assessment team, the risks and benefits to both the employee and to others in the proposed work setting.

*Revised 1/13/11, 3/12/15*

A. Guidelines for dealing with employees or students infected with AIDS in the college:

1. The college establishes the following guidelines for dealing with the problems presented by college employees who have or could transmit AIDS to other college employees or students. The guidelines will be reviewed periodically and revised as necessary to reflect new medical information regarding AIDS. Based upon the present knowledge that AIDS is primarily transmitted by blood or sexual contact, and that casual person-to-person contact as would occur among college employees appears to pose no risk, individuals known to be infected with HIV virus should not be restricted from the work setting unless otherwise medically indicated. Those individuals include the following: college personnel with positive antibodies to the HIV virus; college personnel who have illness due to the virus but do not meet the AIDS CASE definition; and college personnel with AIDS.

B. Case Review

The determination of the appropriate educational setting for HIV infected individuals should be done on a case-by-case basis by the health assessment team and should be weighed against the risk and benefits to both the infected individual and to others who will share the same setting. The board attorney may assist the health assessment team as an observer and advise the team on legal questions.

C. Dealing with college employees with AIDS

1. The health assessment team may need to develop additional procedures to periodically assess the employee's condition to assist in determining the employee's status to work. Establishment of a plan for periodic review of the employee's status will be established by the health assessment team at the initial meeting.
2. Before HIV infected individuals work, they will participate in a conference with appropriate college personnel at which time reasonable expectations regarding the individual's responsibilities in the work setting will be discussed. Appropriate recommendations are to be developed from these discussions and submitted to the appropriate official.

D. Confidentiality

In the case of a college employee, the office secretary, the designated school custodian(s), the county health nurse, the school attorney, and the President may be appropriate personnel who would be knowledgeable about the employee's case. In some situations it may be necessary that other personnel also be advised. This will be determined by the President.

E. Policy Review

In view of the new medical information that is coming forward with regards to AIDS and as medical advancements are made in this area, these recommendations may be updated or changed as needed.