

UAM OPERATING PROCEDURE 280.1

POLICY ON STUDENTS AND EMPLOYEES WITH COMMUNICABLE DISEASES

University Statement

The University of Arkansas at Monticello has a sincere interest in the welfare of students, employees, and visitors to the campus. It is our expectation that students and employees who have a communicable disease will recognize and exercise their personal responsibilities in ensuring the safety of others.

General Guidelines

The foregoing statement is the basis for the following guidelines:

1. The Offices of Special Student Services and Student Health Services will oversee the administration of services and implementation of policies concerning any individual with a communicable disease.
2. A University student who has a communicable disease, whether he/she is actively displaying symptoms or not, will be allowed regular classroom attendance. An employee with a communicable disease will be allowed to work, as long as he/she is able to perform the essential duties and requirements of his/her position.
3. A student or employee with a communicable disease will have access to areas such as residences, theaters, eating facilities, gymnasias, swimming pools, recreational facilities, and other common areas.
4. The presence of a communicable disease will not be considered when a decision to employ is being made, except where the disease is so advanced that the applicant cannot perform the essential duties and requirements of her/his position.
5. In order for the institution to help ensure proper medical care and educational services, any student or employee is encouraged to voluntarily inform the Office of Special Student Services or the Office of Student Health Services, if he/she has a communicable disease. All information will be handled in a strictly confidential manner in accordance with procedures and requirements set out by the Health Protection and Promotion Act, 1983.
6. Those that are known to be immunologically compromised will be reasonably accommodated when institutional requirements for vaccination or program activities could have negative health consequences for such individuals.
7. Campus departments, who on occasion handle blood or other body fluids, will develop safe procedures for handling blood, body fluids and used needles or equipment and will submit these procedures to the Executive Council for approval. Since the identity of those who may

be contagious is usually not known, these procedures must be adopted and implemented consistently where blood or body fluids are handled.

8. Guidelines concerning the handling of confidential medical information about a student or employee with a communicable disease follow the general standards for maintaining confidentiality:
 - a) No confidential information concerning complaints or diagnoses will be provided to faculty, administrators, parents, or anyone else without the express written permission of the patient.
 - b) Any person who knows, or has reasonable basis for believing, that he/she has a communicable disease is expected to seek expert advice about his/her health circumstances and is obligated, ethically and legally, to conduct himself/herself Responsibly in accordance with such knowledge for the protection of the University community.
 - c) The Director of Student Health Services and the Coordinator of Special Student Services shall be the designated contacts for issues relating to any communicable Diseases on campus.
 - e) The Director of Public Relations shall be the only source authorized to make public statements concerning communicable diseases.
9. An individual with a communicable disease must take responsibility for strictly adhering to measures to prevent the possible transmission of his/her communicable disease. Any individual with a communicable disease whose personal behavior and/or medical condition possesses imminent risk to the University community will be reported to the Vice Chancellor for Student Engagement. A decision concerning continuation of University activities will be made based on medical advice and the individual facts of each case.

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