
WORK CONDITIONS

COMMUNICABLE DISEASES

Purpose: The purpose of this policy is to establish procedures to be followed when a SWOSU employee or student is afflicted or becomes afflicted with a communicable disease. Such diseases include, but are not limited to, hepatitis, meningitis, mumps, AIDS, whooping cough, measles, and tuberculosis.

General Policies: SWOSU is committed to providing a working and learning environment free of health hazards for its students and employees. So long as medical evidence supports, with reasonable medical certainty, that a particular disease is not communicable by the casual contact normally found in the workplace or classroom, those areas will not be considered to be hazardous as a result of the presence of an afflicted employee or student.

SWOSU will comply with all federal and state laws applicable to employees, students and job applicants with communicable diseases. The confidentiality of information regarding individuals afflicted with a communicable disease shall be respected.

So long as an employee with a communicable disease is able to perform his/her job duties satisfactorily and medical evidence indicates that his/her condition is not a threat to himself/herself or others, the employee is to be treated consistently with others in the workplace. Likewise, so long as a student with a communicable disease is able to pursue his/her education within the established academic standards and medical evidence indicates that his/her condition is not a threat to himself/herself or others, the student is to be treated consistently with other students.

Discrimination against and/or harassment of the employee and/or student may result in disciplinary action.

SWOSU will make educational materials concerning communicable diseases available for employees and students through SWOSU Student Health Services'.

Procedure for Individuals Afflicted with a Communicable Disease An individual with a communicable disease shall be required to inform SWOSU Student Health Services that he/she has a communicable disease. Failure to do so may cause the employee to be suspended and/or the student to be administratively withdrawn from classes.

a) Employees An employee is to inform his/her immediate supervisor upon being notified by SWOSU Student Health Services of a diagnosis of a communicable disease. Upon being so informed, it will be the responsibility of the supervisor to inform the administrator within his/her channel of communication of this situation. The employee will provide a medical report from a licensed physician that may be reviewed by a physician designated by SWOSU. SWOSU reserves the right to request that the employee be examined a second time by a physician designated by SWOSU. Medical reports or medical evidence will be used to assess each reported illness on a case-by-case basis. Those evaluating each case will include SWOSU Student Health Services, Human Resources Director and other members of

SWOSU as deemed appropriate. A determination will be made, based on reasonable medical judgments given the state of medical knowledge, concerning the nature of the risk, the severity of the risk and the probability the disease will be transmitted and will cause varying degrees of harm. Consultation with outside professional sources may be appropriate in making this decision.

If SWOSU believes the employee has a communicable disease and if, upon the request of SWOSU, the employee refuses or otherwise fails to provide the medical report, the employee will not be permitted to return to work until such time as the medical report is presented. Should the illness persist, an updated medical report from a licensed physician may be required periodically.