



MORTON COLLEGE BOARD POLICY

Illinois Community College District No. 527

TITLE: Chronic Communicable Diseases

NO. 8.4.3

SECTION: Institutional

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Morton College is dedicated to promoting and maintaining a healthy environment for students and employees. Consequently, the College places a high priority on the need to prevent the spread of chronic communicable diseases on campus. Chronic communicable diseases include those diseases and conditions which have been declared, by the Center for Disease Control, to be contagious, infectious, communicable, and dangerous to the public health. The College is committed to educating students, employees, and the community at large about chronic communicable diseases.

Student and Employee Access

The College will not engage in screening activities for the purpose of identifying prospective students or employees with chronic communicable diseases, such as Acquired Immune Deficiency Syndrome (AIDS), Aids-Related Complex (ARC), or a positive Human Immunodeficiency Virus (HIV) antibody test. Students or employees who know that they have a chronic communicable disease have the obligation to inform the Dean of Student Affairs or the Director of Human Resources, respectively, of their condition.

Students with a chronic communicable disease will be allowed regular classroom attendance and access to other common areas whenever, through reasonable accommodation, the risk of transmission of the disease is sufficiently remote. Course placement decisions will be made using this standard in conjunction with current available public health department guidelines concerning the chronic communicable disease in question. Employees with an identified chronic communicable disease will be permitted to retain their positions whenever, through reasonable accommodation, the risk of transmission of the disease is sufficiently remote. If there are any questions about students or employees engaging in conduct that threatens the transmission of any chronic communicable disease to others, the College will act promptly to protect against the spread of the disease. Individual cases will not be prejudged. All decisions involving a student or employee's status will be made by the President in consultation with legal and medical counsel, public health officials, and the patient's primary physician.

DATE APPROVED BY BOARD OF TRUSTEES: March 24, 1988; February 27, 2019

DATES REVISED: October 26, 2000

REVIEWED DATES: January 23, 2019



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Right to Privacy

The College will respect the right to privacy of any student or employee who has a chronic communicable disease. The student or employee's medical condition will be disclosed only to the extent necessary to minimize the health risks to the student, employee, or others.

Persons deemed to have a "direct need to know" will be provided with the appropriate information; however, these persons will be instructed not to disclose such information. The College will strictly observe public health reporting requirements for all chronic communicable diseases and will provide referral services to students and employees who request assistance.

Preventive Measures

Laboratories used in a teaching context, such as those required in biology courses, should be safe experiences. Given the fact that the existence and identity of those with some chronic communicable diseases, such as AIDS, ARC, or a positive HIV antibody test, may not be known, procedures for the decontamination of environmental surfaces and objects soiled by blood or body fluids will be adopted and implemented. Laboratory courses requiring exposure to blood, such as finger pricks for blood typing or examination, will use disposable equipment and no lancets or other blood-letting devices will be reused or shared. No student will be required to obtain or process the blood of others in a laboratory used in a teaching context. Students or faculty in allied health programs who are required to obtain or process the blood of others in a clinical context, and campus personnel who may be exposed to blood or body fluids, such as those giving first-aid, will follow the appropriate guidelines established by the Center for Disease Control.

Because of possible changes in medical knowledge or legal requirements, the College reserves the right to modify this policy.

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