

**SECTION: Personnel Policies and Procedures / General Personnel Policies and Procedures**  
**SUBJECT: Infectious Disease Policy**  
**SOURCE REFERENCE:**

**NUMBER: F/8.7**

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## **Infectious Disease Policy**

Gadsden State Community College is committed to providing a healthy and safe environment for employees and students. Gadsden State recognizes that individuals employed or enrolled at the College may be exposed to disease and desires to minimize their risk of contracting a significant infectious disease. Gadsden State strives, in cooperation with the Center for Disease Control of the United States Public Health Service and the Alabama State Health Department, to maintain a balance between the need to educate all students, protect employee and student rights, to prevent the transmission of significant infectious diseases.

Therefore, it is the responsibility of employees and students of Gadsden State Community College to remove themselves from contact with other persons at the College and to alert their supervisor or faculty member if the following symptoms are experienced: fever, chills, productive cough, nausea, vomiting, diarrhea, and draining wounds. Once the symptoms have resolved or have been successfully treated they may return to campus.

If the employee or student has been exposed to an infectious disease and is symptomatic or asymptomatic, it is the responsibility of the employee or student to arrange evaluation with a healthcare provider and to conduct themselves in accordance with such knowledge in order to protect themselves and others.

### **Procedures for Employees and Students with a Significant Infectious Disease:**

1. An employee who is diagnosed as having a significant infectious disease (meningitis, tuberculosis, Ebola, SARS) or who requests special accommodations should notify the Director of Legal Affairs, Michele Bradford, or her designee.
2. A student who is diagnosed with, exposed to, or has cause to believe he or she has a significant infectious disease, or who requests special accommodations, should notify the Director of Student Services who will coordinate with the ADA Coordinator and the Director of Legal Affairs as necessary.
3. Gadsden State will report all necessary information, as required by law, to the County or State Health Department.
4. If necessary, Gadsden State will develop a plan and procedure for addressing the reported significant infectious disease in conjunction with and after consulting the County or State Health Department.

Any restrictions applied to the use of campus facilities or personal contact will be based on a case-by-case basis after consulting with the State or County Health Department. Gadsden State has the authority to restrict an employee or student with a significant infectious disease from campus facilities for the purpose of ensuring the well-being of all of its employees, and students.

If Gadsden State, in consultation with the State or County Health Department, determines that the significant infectious disease requires limited contact with others, some of the restrictions available are to prohibit attendance at class or work or College functions until a diagnosis has been made and clearance given by a healthcare provider or the State or County health Department. It is also possible that students

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who reside in College housing may be restricted from that residence until cleared by a physician or the State or County Health Department.

### **Confidentiality and Assurance against Retaliation**

Every effort will be made to ensure confidentiality of information received as a part of this policy and to protect the privacy of all parties involved. Retaliation against employees and/or students who report concerns is strictly prohibited and may be grounds for disciplinary action.