Policy Name: Communicable Diseases

Policy
Utilizing guidelines from agencies responsible for establishing policies related to communicable diseases, including the Minnesota Department of Health and the Centers for Disease Control, students and staff will be allowed to participate in the College setting and in College-related activities.

If the health status of a student deteriorates enough to interfere with his or her ability to attend College, the College may request a physician’s exam to establish the safety and appropriateness of attending.

If the health status of an employee deteriorates enough to interfere with their ability to attend work, the College, as governed by applicable law, may require a physician’s exam in order to establish whether the employee is fit for duty.

Health data relating to students is private data and as such will not be released without permission of the student’s parent or guardian if the student is under 18 years of age or, if over 18 years of age, by the student or as otherwise allowed by the law.

Health data relating to employees is private data and as such will not be released except as allowed by law.

Purpose
The purpose of this policy is to promote and protect the health and safety of M State’s students and employees by adopting measures for communicable disease prevention, education and response. This policy is intended to provide guidance for College employees, reassurance to families and community, and support for persons with serious communicable diseases, including but not limited to HIV/AIDS.

Definitions

Communicable Diseases: Disease due to an infectious agent that may be transmitted directly or indirectly from one individual to another; examples of communicable diseases include hepatitis, tuberculosis and human immunodeficiency virus.

Universal Precautions: Infection control methods that treat all human blood and bodily fluids as if known to be infectious with a blood borne pathogen.

Blood Borne Pathogens: Pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include but are not limited to hepatitis B virus (HBV) and human immunodeficiency virus (HIV).
Acquired Immune Deficiency Syndrome (AIDS)  
A disease caused by infection with human immunodeficiency virus; AIDS affects the immune system and causes persons to be vulnerable to infections.

Human Immunodeficiency Virus (HIV)  
A virus that causes acquired immune deficiency syndrome; persons with HIV may be asymptomatic for extended periods of time, often years.

**Responsibility**  
Campus Designee  
Develop routine procedures for infection control that are consistent with the College’s procedures regarding blood borne pathogens and that utilize guidelines from the Minnesota Department of Education and the Minnesota Department of Health. Apply universal precautions for all bodily fluids and develop and implement measures for education employees about these procedures.

**Supporting References:**
Minn. Stat. 121A.23 (Health-Related Programs)  
Minn. Stat. Ch. 363 (Minnesota Human Rights Act)  
Minn. Stat. 144.441-442 (Tuberculosis)  
20 U.S.C. 1401 et. Seq. (Individuals with Disabilities Education Act)  
29 U.S.C 794 et. Seq. (Section 504 of the Rehabilitation Act of 1973)  
42 U.S.C. 12101 et. Seq. (Americans with Disabilities Act)

Steward: Chief Financial Officer  
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