

DCTC Policy 4.23 Employees and Students with Infectious Conditions

Part 1. Policy Statement.

I. Students

It is the policy of the college that students with infectious conditions not be excluded from attending college in their regular classrooms so long as their attendance does not create a substantial risk of the transmission of illness to students or employees of the college. A procedure for minimizing interruptions to learning resulting from infectious conditions will be established by the college in consultation with community health and private health care providers. Procedures for the inclusion or exclusion of students with infectious conditions from college will consider the educational implications for the student and others with whom he or she comes into contact, recommendations from the county public health agency, Minnesota State, and the United States Public Health Services Centers for Disease Control.

II. Employees

It is the policy of the college that employees with infectious conditions not be excluded from attending to their customary employment so long as they are physically, mentally and emotionally able to perform tasks assigned to them and so long as their employment does not create a substantial risk of the transmission of illness to students or employees of the college.

III. Special Circumstances and Conditions

The college recognizes that some students, because of age or handicapping conditions, and some employees, because of special conditions, may pose greater risks for the transmission of infectious conditions than other persons infected with the same illness. Examples include students who display biting behavior and students and employees who are unable to control their bodily fluids or have uncovered oozing wounds. These conditions need to be taken into account and considered in assessing the risk of transmission of the disease and the resulting effect upon the educational program of the student or employment of the employee.

PROCEDURES

The following procedure is based upon proposed recommendations of the Center for Disease Control of the United States Department of Health and Human Services.

In all cases in which the president (or the President's designee) becomes aware that a student or employee of the college has contracted a communicable disease, the president will take the following steps:

A. Consistent with law and college policy regarding student and employee data, the student, employee or his/her family, will be contacted in order to discuss the situation.

B. Upon receiving written consent from the student or, in the case of an employee, the employee or his/her family, the President (or the President's designee) will confer with the treating physician, if any, in order to determine any significant medical facts concerning the diagnosis of the disease or factors affecting the possible transmission of the condition. If consent is not provided or if obtaining consent would result in a delay which would endanger public health, the President (or the President's designee) may take appropriate action after consultation with public health authorities.

C. Advise local, county, and state public health authorities of the situation, as appropriate.

D. Where a condition, such as biting behavior or, in the case of either an employee or a student, the lack of control of bodily fluids, or the existence of uncovered oozing wounds or other medically identifiable factors increases the risk of transmission, the Minnesota Commissioner of Health is to be contacted and requested to convene an advisory committee to review the case and to provide recommendations regarding educational placement for a student or continued attendance at work for an employee.

II. Data Privacy Concerns

Public concern regarding infectious conditions is neither an excuse nor defense for the violation of data privacy rights of students or employees who have or are rumored to have such illnesses.

A. Health data regarding students is private data, Minn. Stat. 13.32, Subd. 2, and is not to be disseminated to the public or to staff without the strict observance of data privacy rights. Knowledge that a student has a communicable disease will be limited to those persons with the college or contracted to the college who are determined by the President (or the President's designee) to have a legitimate educational interest. Release of health data to persons or agencies outside the college shall be in accordance with law and college Policy.

B. Health data regarding employees is private data, Minn. Stat. 13.43, Subd. 2, and may not be released to the public nor to fellow employees without strict observance of data privacy rights of public employees, Minn. Stat. 13.43. Knowledge that an employee has a communicable disease will be limited to those persons determined by the President (or the President's designee) to have a direct need to know.

C. The college recognizes that the improper and unauthorized release of health information regarding a student or employee suffering from an infectious condition has the potential of doing irreparable harm.

III. Staff and Student Education

The college recognizes that the education of its residents, staff, and students regarding the risks involved in the spread of infectious conditions in the school setting will help to minimize the risk of transmission to other students and employees while protecting the rights of infected students and employees.

A. Student Education

Students in college programs will receive appropriate instruction in health, including specific information about infectious conditions, including prevention, and access to community resources, as appropriate.

B. Staff Education and Training

Staff will receive instruction in health, including specific information about infections conditions, including prevention, and access to community resources, as appropriate.

IV. Practice/Procedure Development

The President will direct the Administration to participate in further procedure and practice development in consultation with appropriate medical/health officials.

Part 2. Definitions. (if any, otherwise remove this section)

At end:

Related Documents:

- DCTC Procedure <# - Name>
- State & Minnesota State Policies and Procedures
- Federal & State Laws and Regulations
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Responsible Administrator: <Administrator's Title>

Policy History:

Date of Adoption: 02/01/1996

Last Revision Date: 05/30/2017

Date most recent policy revisions go into effect: 05/30/2017

Date and Subject of Revisions:

05/30/2017 - Updated title and history and changed MNSCU reference to Minnesota State