



## EMPLOYEES WITH COMMUNICABLE DISEASES POLICY

**Board Bylaw:**  
**Policy Number: 4.7000**  
**Subject Area: Personnel**  
**Approved Date: 08/24/2020**

Employees with identified communicable diseases shall be permitted to retain their positions whenever, through reasonable accommodation of the employee's physical condition and without undue hardship to the employer, there is no reasonable risk of transmission of the disease to others nor a reasonable risk of further injury to the employee from the work environment and the employee is able to satisfactorily perform his or her job responsibilities. Such employees shall remain subject to the Kaskaskia College Board of Trustees employment policies, including, but not limited to the current collective bargaining agreement, the Family and Medical Leave Act (FMLA) sick leave, physical examinations, temporary and permanent disability and termination.

Employment decisions will be made by utilizing the general legal standard in conjunction with current and available public health department guidelines concerning the particular disease in question. Individual cases will not be prejudged; rather, decisions will be made based upon the facts of the particular case. The determination of an employee's continued employment status will be made in accordance with procedures implemented by the College. Employees with communicable diseases shall maintain all rights, privileges and services provided by law and the policies of the College.

The College shall respect the right to privacy of any employee who has a communicable disease. The employee's medical condition shall be disclosed only to the extent necessary to minimize the health risks to the employee and others. The number of personnel aware of the employee's condition will be kept at the minimum needed to assure proper care of the employee and to detect situations in which the potential for transmission may increase. Persons deemed to have "a direct need to know" will be provided with the appropriate information and will be made aware of confidentiality requirements.

Approval History: Replaces Employees with Communicable Diseases Policy 2.70 approved 2/17/1987 and 08/24/2020