

CLARK ATLANTA UNIVERSITY

Policy 9.1.9: Infectious Disease Policy



CLARK ATLANTA UNIVERSITY		
POLICY and PROCEDURE	Subject: Policy on Infectious Disease	
Department: Human Resources	Review/Revise Date: 2/11/10 5/4/10 5/22/15 09/14/17	Issued By: Associate Vice President of Human Resources
	Effective Date: 04/10/13 09/14/17 06/07/2018	
Distribution: All Faculty and Staff of the University	Required Approval:	No. of Pages: 4
Signature of Approver Ronald A. Johnson		Date 06/27/18

Table of Contents	Page
1.0 Policy Statement.....	3
2.0 Procedure Narrative.....	3
3.0 Entities Affected By This Policy.....	4
4.0 Definitions.....	4

1.0 Policy Statement

Clark Atlanta University (the University/CAU) does not discriminate against individuals on the basis of diagnoses of any infectious diseases. Clark Atlanta University's decisions involving persons who have infectious diseases shall be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has an infectious disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with an infectious disease. All information and knowledge of an employee's medical status will be treated in a confidential manner by all members of the University community.

2.0 Procedure Narrative

Infectious diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS) and tuberculosis. Clark Atlanta University may choose to broaden this definition in the interest of the welfare of the population of the campus and in accordance with information received through the Centers for Disease Control and Prevention (CDC).

The University ensures that employees with infectious diseases are entitled to the same rights, nondiscriminatory practices, equitable treatment and opportunities as all other employees assuming it does not put others at risk. Depending upon the medical circumstances of each condition, the University may regularly monitor or require the monitoring of a person's medical condition by requesting statements from their doctor. CAU has a duty and a responsibility to protect the confidentiality of medical information on all employees

As with other diseases and conditions which may affect people associated with the University, the University is unable to guarantee that a member of the University community will not be exposed to infectious diseases. The University urges everyone in their community to learn about the transmission of infectious diseases so they may take precautions as she/he determines appropriate for their individual circumstance.

Reporting Process

2.1 Regulations

Any complaints relating to discrimination and/or harassment should be reported to the Office of Human Resources immediately. Complaints will be treated confidentially and promptly, and will be carefully investigated.

2.2 Responsibilities

a. The Human Resources Department is responsible for the implementation of the University's Infectious Disease policy and the coordination of the grievance process related to this policy.

3.0 Entities Affected By This Policy

All Faculty and Staff of the University

4.0 Definitions

Infectious Disease: an infectious disease transmissible (as from person to person) by direct contact with an affected individual or the individual's discharges or by indirect means (as by a vector)

Examples of Infectious (Communicable) Diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS) and tuberculosis. [Company Name] may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC).