

Contagious or Infectious Disease

If an employee has a contagious or infection disease and has knowledge that a person with compromised or suppressed immunity attends the school, the employee must notify Human Resources that he or she has a contagious or infectious disease which could be life threatening to an immune compromised person. Human Resources must determine, after consultation with and on the advice of public health, if the immune compromised person needs appropriate accommodation to protect their health and safety.

An employee with a contagious or infectious disease shall not report to work during the period of time in which the employee is infectious. An employee afflicted with a contagious or infectious disease capable of being readily transmitted in the school setting (i.e. airborne transmission of tuberculosis) shall be encouraged to report the existence of the illness in case there are precautions that must be taken to protect the health of others. The District reserves the right to require a statement from the employee's primary healthcare provider prior to the employee's return to work.

Confidentiality

In all instances, District personnel shall respect the individual's right to privacy and treat any medical diagnosis as confidential information. Any information obtained regarding the medical condition or history of any employee shall be collected and maintained on separate forms and in separate medical files and be treated as confidential information. Only those individual with a legitimate need to know, such as those persons with a direct responsibility for the care of or for determining workplace accommodation for the employee, will be provided with necessary medical information.

Supervisors and managers may be informed of the necessary restrictions on the work or duties of the employee and necessary accommodations. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment.

Previous Policy: 405.21

Legal Reference:	29 U.S.C. 794 §504	Rehabilitation Act of 1973
	29 CFR §1630.14(c)	Medical examinations and inquiries specifically permitted
	41 U.S.C. 12101, et seq.	Americans with Disabilities Act

Policy History:

Adopted on: May 23, 2017

Revised on: