

Policy Title: **COMMUNICABLE DISEASE**

Fox Valley Technical College is committed to providing, to the extent possible, a healthy and safe educational environment for all students and employees. The purpose of this policy is to help prevent the spread of communicable disease through measures that focus on safety, prevention, and education while prohibiting discrimination against persons afflicted with communicable diseases.

A communicable disease is a condition which is transmitted directly or indirectly to a person from an infected person, animal, or insect. Examples of communicable diseases include but are not limited to:

- Hepatitis
- AIDS/AIDS Related Complex/HIV
- Measles
- Mumps
- Rubella
- Influenza
- Meningitis
- Meningococcal infections
- Tuberculosis

For a comprehensive list of communicable diseases as identified by the Wisconsin Department of Health Services, visit http://docs.legis.wisconsin.gov/code/admin_code/dhs/110/145.

Persons who know or who have reason to believe they are infected with a reportable communicable disease have an obligation to conduct themselves in accordance with such knowledge in order to protect themselves and others. The College's decisions involving persons with communicable diseases shall be based on well informed medical judgements concerning the disease, risks of transmission to others, the symptoms, and special circumstances of each individual who has a communicable disease, and a careful weighing of risks and alternatives for responding to a student or employee with a communicable disease.

The College will not unlawfully discriminate in policy or practice, including admissions and employment policies, against individuals who have or are considered to be at risk for communicable diseases and will be in full compliance with the Americans with Disabilities Act (ADA) as it relates to those students or employees with communicable diseases. College staff who have knowledge of an individual with a communicable disease will maintain confidentiality regarding identity or details of those involved.

The College shall comply with all pertinent statutes and regulations that protect the privacy of persons within the College community with a communicable disease. Note that some areas of the

College such as individual programs, the Parent Child Center, Food Services, and Student Health Services may have additional detailed policies regarding communicable diseases.

College staff members should consult with the FVTC Director of Benefits prior to making any decisions about actions in response to knowledge of a communicable disease. Contact the FVTC Director of Benefits at 920-735-5734 with any questions or concerns.

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