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TOPIC:  
Communicable Diseases - Procedures

Policy Number:  
C6

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Persons who know or who have reason to believe that they are infected with a communicable disease have an ethical and legal obligation to conduct themselves in accordance with such knowledge in order to protect themselves and others. Employees who have communicable diseases, whether symptomatic or not, will be allowed regular classroom and work attendance in an unrestrictive manner as long as they are physically able to attend classes, college activities, and/or work and do not pose a medically proven threat for transmission of the disease or condition. Isolation and quarantine precautions as stated in K.A.R. 28-1-6 shall be followed.

Persons who are infected with a communicable disease are expected to seek expert medical advice and are encouraged to advise local health authorities. Local health authorities should offer counseling to these persons about measures which can be taken to prevent the spread of infection and about ways to protect their own health.

Employees who know that they are infected with a communicable disease are urged to share that information with the appropriate college administrator. Employees should contact the Director of Human Resources, so the College may respond appropriately to their needs. Medical information relating to the communicable diseases of a student or employee will be disclosed to responsible college officials only on a strictly limited need-to-know basis.

No person, group, agency, insurer, employer or institution should be provided any medical information without the prior specific written consent of an Employee unless required by state and/or federal law. Furthermore, all medical information relating to the communicable diseases of employees will be kept confidential, according to state and federal law, including the Family Education Rights and Privacy Act of 1974.

In the case of a contagious disease outbreak, local and state health officials will be consulted and the Cloud County Community College Crisis Management Plan will be followed.

#### Appropriate Handling of Potentially Contaminated Material

OSHA, the American Public Health Association, and the Centers for Disease Control have developed protocols for the handling and disposal of potentially infectious biological material. For the most part, these protocols are not costly or time consuming and simply represent good practice in any public setting. Since the known mechanism for transmission of HIV is through exposure to infected blood and other bodily fluids, all who may encounter such products as part of their job must be regularly trained in the appropriate methods for working with and disposing of such fluids. In addition, they need to have ready access to the necessary supplies to accomplish this task.

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9/27/11	12/18/18	5/24/22		

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Therefore, a training program on bloodborne pathogens will be provided for all employees with occupational exposure. For purposes of this policy “occupational exposure” means reasonably anticipated skin, eye, mucous membrane, or parenteral (piercing mucous membranes of the skin barrier through needle sticks, human bites, cuts, abrasions, etc.) contact with blood or other potentially infectious materials (OPIMs) that may result from the performance of the employee’s duties OPIMs include body fluids such as respiratory discharge, tears, vomitus, urine, feces, saliva, etc.

Training will be provided during working hours, and at no cost to the employee. Attendance at training sessions is mandatory. A listing of personnel who might require such training would include, but not be limited to, Coaches and Trainers for contact sports, Instructors in laboratory classes and facilities, Maintenance Personnel, Children’s Center employees, and the Student Health Counselor. The Vice Presidents of each such area should ensure that training has been provided to the employees they supervise and that the necessary supplies are available. On a yearly basis the Vice Presidents of each such area should certify to the President that this has been accomplished.

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9/27/11	12/18/18	5/24/22		

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