

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 10.14

EMPLOYEE COMMUNICABLE DISEASE GUIDELINES

1. Every employee will be required to have a physical prior to employment. All employees working directly with participants will have a tuberculin test. Record of this physical will be maintained by the Board.
2. Colds, flu, and other viral infections are common and easily transmitted in the work place. It is difficult to effectively contain the spread of these diseases because the individual has spread the disease for several days while in the early stages. Physician's sanction to return to work is usually not necessary for these infections.
3. If an employee is suspected of having a communicable disease, the building authority may request that the employee seek medical attention. The employee can return to work when the employee's attending physician states that continued presence at work will not pose a threat to the employee, co-workers, or enrollees. The Superintendent reserves the right to require an examination by a medical doctor appointed by the agency.
4. An employee who has been diagnosed as having an infectious disease must inform his/her supervisor of the condition. An employee's health condition is personal and confidential. Precautions shall be followed to protect information regarding an employee's health condition.
5. An employee may have or be a carrier of an infectious disease which is of life-long duration and he/she may or may not be symptom-free. If there is evidence that the disease cannot be transmitted by normal, casual contact in the work environment, and the condition is not a threat to self or others, the employee will continue to work in a regular manner. The Board shall follow any applicable requirements of the Americans with Disabilities Act in this regard. The employee is expected to meet acceptable performance standards and will be treated in a manner consistent with other employees.
6. No special consideration will be given beyond normal transfer request conditions for employees who feel threatened by a co-worker's disease.
7. The Superintendent will determine the admissibility to the work place by an individual whose condition is in question. The Superintendent will consult with or convene a meeting of the employee, building authority, the employee's physician, and others as the Superintendent deems necessary. Based on the information gathered, the Superintendent may decide:
 - a. To return the employee to his/her usual place of employment unconditionally,
 - b. To place the employee on a work assignment under restrictive conditions, or
 - c. To assign the employee to the appropriate leave.

In making a decision, the Superintendent will consider:

- a. The nature of the risk and how the disease is transmitted,
- b. The duration of the risk and how long the carrier is infectious,
- c. The severity of the risk and the potential harm to others, and
- d. The individual's physical condition.

Adopted: 1/26/98

Updated: 7/24/2012