



1925 - Significant Infectious Diseases

Purpose:

The purpose of this policy procedure is to operationalize Bismarck State College's policy 1925 Significant Infectious Diseases.

Procedure:

1. A student who is diagnosed as having a significant infectious disease, who wishes to be covered by this policy, or who requests special accommodations should notify the Student Accessibility Coordinator
2. An employee who is diagnosed as having a significant infectious disease, who wishes to be covered by this policy, or who requests special accommodations should notify the Chief Human Resources Officer.
3. Upon notification, the Student Accessibility Coordinator or the Chief Human Resources Officer will review and recommend reasonable accommodations or restrictions on the educational programs or other College activities of an employee or student diagnosed as having a significant infectious disease.
4. The Student Accessibility Coordinator or the Chief Human Resources Officer will consult with, or request assistance from, legal counsel, and/or college administrators/supervisor(s) most closely related to the accommodation requested by the individual.
5. The Student Accessibility Coordinator or the Chief Human Resources Officer may request additional assistance or information from the individual's healthcare provider and/or from the [Center for Disease Control](#), or the [North Dakota Department of Health and Human Services](#).
6. The College shall abide by the recommendations of the Student Accessibility Coordinator or the Chief Human Resources Officer.

Confidentiality:

Information regarding any person affected by an infectious disease as defined within this policy shall be treated with the same confidentiality as provided for all medical records.

Any request for information regarding persons affected by infectious diseases, whether from within or outside the institution, is to be directed to the Vice President for Student Affairs or the Chief Human Resources Officer.

Special Resources:

The Center for Disease Control, United States Public Health Service, and the North Dakota Department of Health and Human Services shall serve as a primary but not exclusive source of



information in reviewing individual cases. Applicable federal and state laws, rules, and regulations as well as College equal opportunity policies covering qualifying conditions shall be followed in applying this policy.

References:

Century Code 23-07-16.1

<https://www.ndlegis.gov/cencode/t23c07.pdf#nameddest=23-07-16p1>

History of This Policy Procedure:

First policy: September 8, 1986.

Revisions - June 1, 1990; August 24, 1993; November 27, 2018; reviewed by the Operations Council on November 13, 2019 and approved by the Executive Council December 3, 2019.

Reviewed by Campus Council on October 11th, 2023, and reviewed by the Executive Council on October 18th, 2023, and approved by the President on November 16th, 2023.