

General/Student Policy - Significant Infectious Diseases

Policy:

Bismarck State College in cooperation with the Center for Disease Control of the United States Public Health Service and the North Dakota State Health Department will endeavor to prevent the spread of significant infectious diseases among employees and students.

Definitions:

1. SID - Significant Infectious Disease.
2. Significant infectious diseases for the purposes of this policy are defined as:
 - a. Acquired Immune Deficiency Syndrome (AIDS)
 - b. Aids-Related Complex (ARC)
 - c. Hepatitis B
3. Life-Limiting Disease - Employees or students who are diagnosed as having a significant infectious disease shall be considered a handicapped person having a life-limiting disease as defined by the Rehabilitation Act of 1973.

Procedures for Prohibiting Discrimination Against Employees and Students with a Significant Infectious Disease:

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 Vice President for Student Affairs/Dean of Students.
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 Vice President for Student Affairs/Dean of Students or the Chief Human Resources Officer shall convene the Significant Infectious Disease (SID) Committee.
4. The SID Committee shall be composed of the following:
 - Dean of Students (or Designee)
 - Chief Human Resources Officer (or Designee)
 - Dean of Current & Emerging Technologies (or Health Sciences Designee)
 - Burleigh County Health Representative or ND State Health Officer.
5. The SID Committee shall review and make recommendations regarding any

reasonable accommodations or restrictions on the educational programs or other College activities of an employee or student diagnosed as having a significant infectious disease.

6. The SID Committee shall consult with, or request assistance from, those college administrators/supervisor(s) most closely related to the accommodation requested by the individual.
7. The SID Committee 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](#).
8. The College shall abide by the recommendations of the SID committee. The President retains the right to modify or reject the Committee's recommendations.

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/Dean of Students or the Chief Human Resources Officer, who will act as a spokesperson for the institution.

Special Resources:

The Center for Disease Control, USPHS, 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 handicapping conditions shall be followed in applying this policy.

Preventive Medical Protocol:

The College shall adopt standard medical preventive protocol procedures to protect specific employee groups or students who may have potential exposure to such significant infectious diseases either in the workplace or in an educational setting.

History of This Policy:

First policy draft 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.