

General 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. 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
2. 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.
3. SID- Significant Infectious Disease.

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

1. An employee or 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 President of the College.
2. Upon notification, the President of the College shall convene a Significant Infectious Disease Committee.
3. The SID Committee shall be composed of five persons: two faculties appointed by the President of the Faculty Senate, and two members and a chairperson appointed by the President of the College.
4. 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.
5. The SID Committee shall consult with or request assistance from those faculty/staff most closely related to the accommodation requested by the individual.
6. The SID Committee may request additional assistance or information from the

individual's physician and from the ND State Health Officer.

7. The College shall abide by the recommendations of the SID committee, except that the President retains the right to modify or reject the Committee's recommendations.

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.