

COMMUNICABLE DISEASES

I. Policy Section

14.0 Risk Management

II. Policy Subsection

14.13

III. Date of Most Recent Changes

September 26, 2006

IV. Policy Statement

Grand Rapids Community College is committed to preventing and controlling communicable diseases such as tuberculosis, mumps, measles, smallpox, hepatitis and HIV (Human Immunodeficiency Virus)/AIDS (Acquired Immune Deficiency Syndrome), which pose serious problems and concerns for employees in accordance with the MI Health Code (Act 368 of 1978 as amended).

V. Reason for Policy

To maintain a safe working environment and to minimize danger from communicable diseases, the administration of Grand Rapids Community College will provide information on policies and disease prevention to its employees.

VI. Entities Affected by This Policy

Employees of GRCC and the Kent County Health Department and the general public

VII. Who Should Read This Policy

All College Staff

VIII. Related Documents

a) MI Health Code (Act 368 of 1978 as amended)

b) Health Care Professional's Guide to the Michigan Communicable Disease Rules

http://www.michigan.gov/documents/Reportable_Diseases_Chart_136393_7.pdf

- c) Communicable Disease Policy – Students
- d) HIPAA

IX. Contacts

Risk Manager
Executive Director of Human Resources
Assistant Dean School of Workforce Development

X. Definitions

Communicable disease(s) – as defined in the MI Health Code (Act 368 of 1978 as amended) and listed in the Health Care Professional’s Guide to the Michigan Communicable Disease Rules
http://www.michigan.gov/documents/Reportable_Diseases_Chart_136393_7.pdf

XI. Procedures

If a communicable disease, which has college-wide health implications, is contracted, the employee should contact Human Resources. Based upon information from the employee and his/her physician, the College will make every effort to maintain an appropriate work environment for the employees.

1. Upon receiving information about a communicable disease that poses a health threat to GRCC employees, the Kent County Health Department shall inform Human Resources, as appropriate, and shall provide information concerning such precautions as may be necessary. Human Resources shall inform the President or his/her designee of this information and other appropriate staff. Employees shall maintain confidentiality requirements.
2. Communicable diseases that the Kent County Health Department includes in the Health Care Professional’s Guide to the Michigan Communicable Disease Rules
http://www.michigan.gov/documents/Reportable_Diseases_Chart_136393_7.pdf as potentially serious health problems for the disease carrier or those coming in contact with the disease carrier will require that administrative decisions be made.
3. In making the decision, each communicable disease case may be referred to the Communicable Disease Unit of the Kent County Health Department. Human Resources may seek a recommendation from the Unit regarding the most appropriate environment for the employee. Recommendations will take into consideration the employee’s civil rights and confidentiality, as well as the health and safety of students of the College and community.

A. Human Resources will assist in problems arising with employees. They will assist the employee through the Kent County Health Department and will follow HIPAA rules and procedures.

4. Due Process:

A. For information due to health, employees are to consult with their collective bargaining handbook/agreement. If they have questions, they should contact their union or Human Resources representative.

B. Additional information on communicable diseases is available from Kent County Health Department.

XII. Forms

N/A