

Title: Communicable Diseases Policy
Policy Number: 117
Effective Date: July 1, 2009
Revision Date:
Authorized by: Board of Supervisors

Policy:

It is the policy of Pottawattamie County to base decisions involving persons who have communicable diseases on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has a communicable disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with a communicable disease.

Comments:

- (1) Communicable diseases include, but are not limited to, measles, whooping cough, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS) and tuberculosis. Pottawattamie County may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC).
- (2) Pottawattamie County will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely on the grounds that they have a communicable disease. Pottawattamie County reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if the County finds that, based on a medical determination, such restriction is necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the workplace.
- (3) Pottawattamie County will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease. Every effort will be made to ensure procedurally sufficient safeguards to maintain the personal confidence about persons who have communicable diseases.

- (4) Employees concerned about being infected with a communicable disease by a coworker, customer, or other person should convey this concern to their supervisor, Department Head or the Human Resources Director. Employees who refuse to work with or perform services for a person known or suspected to have a communicable disease, without first discussing their concern with a supervisor, may be subject to discipline. In addition, where there is little or no evidence of risk of infection to the concerned employee, the employee's continued refusal may result in discipline or may be considered a voluntary resignation of employment with the County.