

# COMMUNICABLE DISEASE POLICY

(Available on-line at <http://saf.dept.uncg.edu/conduct/policies/infections.html>)

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*This policy was accurate as of the date printed. For the most current revisions to this policy refer to the Web site referenced above.*

## I. Introduction

Communicable diseases, those understood to have serious, deleterious effects on human health and which are transmitted and spread through various forms of human contact, can pose a considerable threat to the well-being of the university community. Examples of communicable diseases include, but are not limited to:

Hepatitis A and B  
HIV/AIDS  
Measles  
Meningitis  
Mumps  
Rubella  
SARS  
Tuberculosis

Recognizing the serious implications of communicable diseases on campus, The University of North Carolina at Greensboro will:

1. Operate under the auspices of sound medical advice and practice based on current information.
2. Take into consideration the welfare of the campus community while respecting the privacy and needs of individuals.
3. Provide all members of the University community with educational opportunities that foster an understanding of disease transmission and prevention.
4. Provide appropriate, compassionate, and nondiscriminatory services for persons living with infectious disease(s).
5. Conform to North Carolina health laws concerning testing and immunization and require appropriate documentation of current immunizations for all students.

## II. Policy Statement

1. The University will not unlawfully discriminate in policy or practice, including admissions and employment policies, against individuals who have, or are considered to be at risk for, communicable diseases. The University will be in full compliance with the Americans with Disabilities Act (ADA) as it relates to those students and employees

who have communicable diseases. Any university decisions ensuing from individuals'

health-related circumstances will be made in light of each unique instance, applicable

confidentiality considerations, and relevant medical facts.

2. Confidentiality of medical records for those students who seek information about,

obtain testing for, or receive treatment for communicable diseases from the Student

Health Service is guaranteed by law. However, North Carolina law requires medical

care providers to notify public health officials of newly confirmed cases of communicable diseases so that testing of contacts can be pursued. Student Health

Services' medical providers will not discuss a student's diagnosis with any other person

without the explicit authorization of that student except as required by law.

There is the

possibility of disclosure in the event of a valid court order or subpoena from a court of

competent jurisdiction. Students within the University community who have a communicable disease are encouraged to use the medical, psychological, and educational services afforded through Student Health Services and the Counseling and Testing Center. For those medical and psychological services that are not available on campus, appropriate referral will be made to community or regional service organizations.

3. The uncertain risk of infection posed by involvement in varsity and intramural contact sports will be addressed by compliance with NCAA regulations.

4. Occupational safety and health standards mandated under federal and state law with

regard to the transmission of blood-borne pathogens will be fully adhered to in an effort

to prevent transmission of disease in classrooms, laboratories, and work spaces.

This

compliance will be coordinated through the Office of Safety.

5. When necessary, isolating the infected person(s) and/or quarantining their contacts shall be enacted in accordance with North Carolina Health Department guidelines and within the University's emergency plans.

6. The Director of Student Health Services will administer this policy. Any actions

undertaken pursuant to this policy will be in accordance with applicable federal and

state laws, UNCG policies and in the best interest of all parties. The Director of Student

Health Services will also act as spokesperson for the campus regarding all communicable disease policy-related decisions and/or changes.

### **III. Communicable Disease Advisory Committee**

Appointed by the Chancellor, this Committee will address specific policy and program

issues related to disease prevention on campus and monitor the institution's response to

these issues. This Committee will be representative of the campus community and will

include:

Human Resource Services' representative

Office of Safety staff representative

Wellness Coordinator from Student Health Services

Medical Director of Student Health Services

Director of Student Health Services

Director of Housing and Residence Life

Administrator from Facilities Services (Physical Plant)

Three-four faculty members (preferably from disciplines that are engaged in such matters, such as Public Health Education, Biology, etc.)

One-two students

Other members of the campus community who are in a position to advance this policy

may also be included in the Committee.

Responsibilities of the Committee will include the coordination of:

monitoring public health issues regarding communicable diseases and making recommendations to the Chancellor as needed; reviewing campus activities involving occupational exposure to blood-borne pathogens and infectious diseases and making recommendations to Chancellor as needed; insuring campus-wide education on communicable diseases and related issues.

The Medical Director of the Student Health Service will serve as the primary spokesperson for the campus on matters related to infection and as coordinator of the

clinical response for students who are infected, as well as public health liaison to county

and state health officials.

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