

# FLATHEAD VALLEY COMMUNITY COLLEGE

## Policy Manual

### CHAPTER I – DOCTRINE

#### SECTION 110: HEALTH RELATED CONDITIONS AND COMMUNICABLE DISEASES

Approved: May 18, 2009

---

#### I. COMMUNICABLE DISEASES

Flathead Valley Community College (FVCC) 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. FVCC will not discriminate against any employee or student based on the individual having a communicable disease.

The College's decisions involving individuals who have communicable diseases shall be based 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 individual with a communicable disease.

The College reserves the right to exclude an individual with a known communicable disease from the workplace, facilities, programs, and functions if the college finds, based on a medical determination, such restriction is necessary to protect the work and academic environment from potential exposure.

#### II. DEFINITION

Communicable diseases are infectious diseases transmissible (as from person to person) by direct contact with an affected individual or the individual's discharges or by indirect means (as by a vector). They include, but are not limited to, Measles, Mumps, Rubella, Varicella, Influenza, Viral Hepatitis-A (infectious hepatitis), Viral Hepatitis-B (serum hepatitis), MRSA infection, Enterovirus, Severe Acute Respiratory Syndrome (SARS), including the SARS-CoV-2 (coronavirus) and active Tuberculosis.

Flathead Valley Community College 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) and the Flathead City County Health Department.

The communicable period is that period of time or times during which the infectious agent may be transferred directly or indirectly from an infected person to another person.

---

History: Adopted October 11, 1998; Revised October 22, 2001; Revised May 18, 2009; Revised November 23, 2015; Reviewed July 22, 2019; Revised 9/21/2020 (Moved from Chapter VI, Human Resources, Section 100)