

**Cochise College
Administrative Policy**

**Category: Health and Safety
Policy Number: 5010
Title: Communicable Diseases**

Cochise College proactively seeks to protect the health and safety of the campus community. In an effort to reduce the risk of exposure to communicable diseases, the college may impose restrictions on access to college facilities, functions, programs, or services. In consultation with the Arizona Department of Health Services, the college shall comply with directives issued by this department or the appropriate county health official. Any issues relating to communicable diseases will be approached in a manner consistent with state and federal law, including but not limited to the Americans with Disabilities Act, the Rehabilitation Act, and the Family Educational Rights and Privacy Act.

**Procedure: 5010.1
Report of Diagnosis**

Upon notification to an employee or student by a health care provider of a diagnosis of a communicable or infectious disease, as defined by the Arizona Department of Health Services or the United States Center for Disease Control, a report of this diagnosis by the employee or student shall be made immediately to the college. A list of reportable diseases can be located at <http://www.azdhs.gov/phs/oids/reporting/schools.htm>

- a. Students report to the Dean of Student Services Office
- b. Employees report to the Vice President for Human Resources Office

**Procedure: 5010.2
Action Following a Report**

The Director of Occupational Health and Safety, or designee, shall be notified of any report of a communicable or infectious disease diagnosis and comply with reporting requirements of the State of Arizona. In consultation with the Arizona Department of Health Services and other appropriate federal or state agencies or health care providers, the college will determine whether the employee or student's participation in the college community can be continued with reasonable accommodations. In the course of this consideration, the college will be guided by the following factors, in consultation with regulatory agencies and health care providers:

- a. How the disease is transmitted
- b. How long the person is infectious
- c. The potential harm to third parties
- d. The probability the disease will be transmitted and cause varying degrees of harm

Depending on the circumstances, the college may take various action with respect to the reporting employee or student to protect the college community from exposure to communicable diseases, including, but not limited to, leaves of absence, restricted activities, restricted mobility around campus, or other measures as recommended by federal or state regulatory agencies or other health care providers. The college requires written certification from a qualified health care provider prior to the removal of such restrictions, including the return of the student or employee to work or academic settings.

**Procedure: 5010.3
Education**

The college recognizes education is essential to reduce the spread of communicable diseases, lessen fears, and make rational, well-informed decisions. The college shall endeavor to provide information to the college community about high-risk diseases by one or more of the following means:

- a. Portal announcements
- b. Conducting workshops
- c. Referring the college community to outside medical authorities

**Procedure: 5010.4
Privacy**

The college shall comply with all pertinent statutes and regulations which protect the privacy of students and employees who have a communicable disease, and will ensure that procedural safeguards are sufficient to maintain their medical information with the confidentiality required by federal and state law.