The Cochise College administration shall develop guidelines to help protect students, faculty and staff from persons with physical or mental illness.

Procedure 5001.1
Guidelines

1. The college will respect the privacy of a student or employee to the extent that the safety of the student or employee and other student(s) and staff are not compromised.

2. Whenever there is reason to believe that an employee or student presents a risk due to health or safety reasons in the learning or employment setting or that an employee's ability to fulfill employment duties is jeopardized by the employee's physical or emotional condition, the President or designee may require the employee or student to submit to a physical or psychiatric examination, the cost paid by the college and the examination performed by a physician selected by the college. The results of such examination may be used to determine fitness for continuation as a student or employee and to evaluate assignment or accommodation of the employee if such is appropriate. Failure by an employee to submit upon request to an examination, if deemed insubordination by the college, shall constitute grounds for discipline in accord with applicable college policies.

The suitability for any employee's returning to work from a paid or unpaid leave of absence due to illness, injury or any other health reason shall be stated in writing by the attending physician.

3. In response to the COVID-19 Pandemic and in following Center for Disease Control and Prevention (CDC) guidelines, the college has implemented the following protocols and requirements:

    Face coverings that cover the mouth and nose shall be worn while on the college premises or in a college vehicle at any time that physical distancing of six feet or more is not possible.

    i. Specific exceptions are as follows:

       1. While in an assigned workspace alone
       2. When walking between buildings or locations outdoors alone
       3. When in an assigned residential room or apartment alone
       4. When in a college owned vehicle alone
       5. In an emergency situation where the wearing of a face covering is not feasible

    ii. Individuals that are unable to wear face coverings for medical reasons must seek a reasonable accommodation through the Disability Services office.
Restrictions may be put in place related to settings where proper physical distancing cannot occur for those individuals unable to wear face coverings or use a reasonable equivalent such as a face shield.

iii. Violations of the face covering policy shall follow college procedures, including a verbal warning with an opportunity to comply. Further refusal to wear face coverings outside exceptions noted shall result in discipline as described in college policy.