**Communicable Diseases Policy**

Edited by:

**Lawrence J. Fennelly, CPOI, CSSI**

**Marianna Perry, M.S., CPP, CPOI**

This policy sets forth the principles *Employer* will follow to protect its employees and customers whenever possible, from exposure to certain communicable illnesses which pose a serious health risk to other persons, including but not limited to active tuberculosis disease, coronavirus, conjunctivitis, measles influenza, human immunodeficiency virus (HIV), and Hepatitis B and C (“Communicable Disease”). This policy specifically does not apply to communicable diseases such as the common cold which do not pose a serious health risk to other persons.

It is the policy of *Employer* that all employees with a Communicable Disease should stay home if there is a risk of transmission in a normal business setting. Each employee has a duty to seek medical care if ill to determine if the employee has a Communicable Disease, and Employee will rely upon the judgement of the medical professional in determining whether or not the employee has a Communicable Disease. *Employer* reserves the right to review, evaluate, and respond on an individual case-by-case basis, when possible, to any known, suspected, or confirmed instances of certain communicable illnesses among its employees which may be transmitted in a normal business setting and/or to ask for medical documentation regarding an employee’s illness to determine whether the employee has a Communicable Disease. Such individual review, evaluation, and response should take into consideration applicable federal and state laws, the recommendations of the U.S. Public Health Service the Centers for Disease Control, and the opinions of the individual with such illness and his or her personal physician. All employees will be evaluated on a case-by-case basis, when possible, to determine what, if any, restrictions apply, given the type of illness, the individual’s health status, and the nature of work or work setting, among other relevant factors. In the setting of a large epidemic or pandemic, case-by-case evaluation may not be possible and broad restrictions may be implemented.

An employee who has a Communicable Disease that poses a threat to other employees and/or customers may be required by *Employer* to utilize Paid Time Off (PTO), Family and Medical Leave, and/or leave without pay until the threat to other employees and/or customers prior to being permitted to return to work, at the discretion of *Employer*. The other employees and/or customers, where medically required, and/or recommended by the CDC, employees will be expected to comply with quarantine or other such restrictions. FMLA may apply during the period of required leave or quarantine. Finally, employees have a duty to not abuse this policy and attempt to avoid work or seek an excuse from work unless the employee actually has a Communicable Disease.

Employer 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 a Communicable Disease.

Source: American Society of Safety Professionals (ASSP) copyrighted 2020 Fennelly & PERRY