

North Orange County Regional Occupational Program

Policy

ROP BP 4119.41

4219.41

All Personnel

4319.41

EMPLOYEES WITH INFECTIOUS DISEASE

The Governing Board recognizes its responsibility to protect the health of all employees by applying appropriate controls to prevent the spread of infectious disease.

When an employee contracts an infectious disease, all applicable education and health codes will govern and guide administrative decisions.

Legal protections established for disabled persons may also extend to employees significantly impaired by infectious disease. Employees are encouraged to inform the Superintendent as soon as it is determined they have an infectious disease. No employee who is otherwise qualified to work will be discriminated against because of this disability.

The Superintendent will ensure that employee's rights to confidentiality are strictly observed. The ROP will disclose medical record information only to the extent required or permitted by law. Employee's medical records will be held in strict confidence by the medical review panel and only those persons with a clear need to know will be informed of the employee's health condition.

The Superintendent may, on a case-by-case basis, convene a medical review panel to make recommendations for resolving concerns. The panel members may include qualified physicians representing the employee and the Program and other appropriate members selected by the Superintendent.

Revised: April 24, 2001

Adopted: February 22, 1995