

## **60208 Medical Examination and Communicable Diseases**

Any person seeking employment or presently employed by the College may be required to have a physical examination administered by a physician designated by the College, but such an examination shall be required only if and as allowed by the Americans with Disabilities Act and other applicable laws. Physical examinations required by the College of current employees shall be for stated reasons. The College shall pay fees for physical examinations the College requires of its employees.

In addition, the College desires to prevent the spread of communicable diseases at its facilities. Each incident of communicable disease, and the determination of the course of action to be taken by the College, shall be dealt with on an individual case-by-case basis.

Employees with an identified communicable disease shall be permitted to retain their positions whenever, through reasonable accommodation of the employee's physical condition and without undue hardship to the College, there is no serious risk of transmission of the disease to others. In determining a course of action to be taken, the College will consider all relevant factors including:

- (1) The physical condition of the employee;
- (2) The expected type of interaction the employee will have with others in the College setting;
- (3) The potential risk factors for the employee and others in the College setting; and
- (4) The current available public health guidelines concerning the particular disease involved.

The President will establish procedures for the implementation of this policy while appropriately considering the interest of an employee in continued employment, and the rights of others to be free from the risks of exposure to a communicable disease that may affect their health, safety or welfare.

(Adopted 2/23/88; Amended 8/25/15)