

Communicable Diseases

I. Policy Section

14.0 Risk Management

II. Policy Subsection

14.13 Communicable Diseases

III. Policy Statement

The College is committed to preventing and controlling communicable diseases which may pose serious health risks for employees and students, and to providing awareness, education and resources regarding serious communicable diseases.

IV. Reason for the Policy

To maintain a safe working and learning environment and to minimize health hazards from communicable diseases, the administration of the College will provide information on policies and disease prevention to its employees and students.

V. Entities Affected by this Policy

All employees and students of Grand Rapids Community College, the Kent County Health Department and the general public.

VI. Who Should Read this Policy

All employees and students of Grand Rapids Community College.

VII. Related Documents

1. Michigan Public Health Code (Act 368 of 1978 as amended)
2. Michigan Department of Community Health, Bureau of Epidemiology, Communicable and Related Diseases (https://www.accesskent.com/Health/CommDisease/health_care_providers.htm)

VIII. Contacts

Policy Owner: GRCC Director of Budget & Business Services
Executive Director of Human Resources
Dean of Student Affairs

IX. Definitions

Communicable disease(s) – A communicable disease is an infectious disease which can be transmitted by direct contact with an infected individual, an individual's discharges, or by indirect means (as by a vector), as set forth in Michigan Public Health Code (Act 368 of 1978 as amended), defined further in Section 333.5111 and Michigan Communicable Disease Rules R325.171 *et al.*

X. Procedures

1. In the event that an employee or student contracts a communicable disease, it is the intent of the College to strike a balance between the right of that employee and/or student to continued employment and/or education and the right of other employees and students to be free from the risk of exposure to communicable diseases which may affect their health, safety and/or welfare.
2. When an employee or student becomes aware that they have been exposed to a communicable disease, or that there is someone employed by or attending GRCC who has a communicable disease, that person will immediately report this to Human Resources, or Student Affairs, as appropriate, and/or the appropriate supervisor. Confidentiality and privacy rights will be respected. Human Resources or Student Affairs will report the communicable disease to the Kent County Health Department in compliance with Michigan Public Health Code Section 333.5111 and Michigan Communicable Disease Rules R325.171 *et al.* Based on recommendations from the Health Department, the College will take appropriate action.
3. Upon receiving information from the Kent County Health Department about a communicable disease that poses a health threat to GRCC employees or students, Human Resources or Student Affairs shall provide information, as recommended by the Health Department, concerning such precautions as may be required. The Executive Director of Human Resources or the Dean of Student Affairs shall notify the President or his/her designee and other appropriate staff of this information.
4. GRCC complies with the "Family Educational Rights and Privacy Act" (FERPA), the "Health Insurance Portability and Accountability Act of

1996” (HIPAA) and the “Americans with Disabilities Act” (ADA), as stated in College policy.

5. The Health & Safety Committee of the Risk Management Oversight Team may serve as an advisory committee to review and recommend courses of action. Staff from the Kent County Health Department and/or medical providers with expertise in communicable diseases may also serve as ad hoc members of the advisory committee.
6. The Director of Communications will be the College spokesperson in handling public information about serious communicable disease-related issues. This spokesperson, in consultation with the College General Counsel, the Human Resources office and the Dean of Student Affairs office, will determine what information, if any, is appropriate for public dissemination.
7. Additional information on communicable diseases is available from the Kent County Health Department (616)-632-7288 (<https://www.accesskent.com/Health/CommDisease/default.htm>)

XI. Forms

None

XII. Effective Date

June, 2017

XIII. Policy History

Revised September, 2006
Revised June, 2017

XIV. Next Review/Revision Date

June, 2021