

Missouri Western State University  
**Communicable Disease Policy**  
**University Policies**  
Approved: 11/17/2014

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**SUMMARY:** As a public institution, it is the general consensus that all students and employees are entitled to attend classes or work in a safe environment. This policy helps to ensure a safe environment and to protect students and employees from individuals who may pose a risk of spreading communicable disease.

All cases will be dealt with on an individual basis, with this policy to serve as a guideline. If necessary, consultation with the Buchanan County Health Department or a medical practitioner with expertise in the area of infectious disease may be pursued.

Additionally, in accordance with Senate Bill Number 197, 2013 and the American College Health Association recommendations, Missouri Western State University employees and students will complete Tuberculosis Screening in compliance with University policy.

**DEFINITIONS:**

**Communicable Disease:** Communicable disease is an illness due to an infectious agent or its toxic products and transmitted, directly or indirectly, to a susceptible host from an infected person, animal or arthropod, or through the agency of an intermediate host or a vector, or through the inanimate environment (19 CSR 20-20.010 Missouri Department of Health and Senior Services).

**Review Committee:** The committee consists of: a health care provider from the Esry Student Health Center, the Director of Human Resources, the Vice President of Student Affairs, and others as deemed necessary and appropriate, or their appointed designees.

**Medical Professional:** An individual who is licensed to provide medical diagnosis and treatment of disease.

**Policy:**

1. The most recent Centers for Disease Control (CDC) Guidelines related to the prevention, diagnosis and treatment of communicable disease will be followed and may necessitate restrictions related to class or work attendance and/or residence hall arrangements.
2. The Esry Student Health Center will make information on the prevention of communicable diseases available to students and employees upon request.
3. A student or employee's health condition is personal and confidential, and reasonable precautions should be taken to protect information regarding an individual's health condition.
4. The Esry Student Health Center should be contacted if there is concern about the nature of any student or employee's illness. In cases where there are questions regarding risks to others and the environment, the University Review Committee will be notified and begin the assessment procedure of the individual's case.
  - a. The Environmental Safety Coordinator and the Review Committee will have available safety and incident report procedures.

- i. Individuals residing in Residential Life facilities will be subject to environmental clean-up procedures, in accordance with Residential Life/Environmental Safety standard protocols.
  - b. Willful or negligent violation of safety and precautionary procedures may be cause for disciplinary action.
- 5. An employee or student of Missouri Western State University who is diagnosed with any reportable\* communicable disease shall not be prohibited from work and/or classes as long as it has been determined by a medical professional that they pose little or no risk to the university community (See Categories of Risk below).
  - a. A student or employee who is deemed a potential risk to others by a medical professional must provide a statement from a medical provider outlining those activities in which the student or employee should be restricted. This statement should be provided by employees to Human Resources and by students to the Esry Health Center and should include information about the extent to which the student or employee should be in contact with other members of the campus community.
    - i. Missouri Western State University reserves the right, with the consent of the student or employee, to require a medical examination, at the student's or employee's expense.
      - 1. Refusal to submit to a medical exam may result in a student's temporary suspension (see 5a); an employee may be placed on leave with pay in accordance with University policy. Sick leave will be charged against an employee who is later determined to be afflicted with a communicable disease.
    - ii. The University Review Committee will make the final determination related to whether individuals deemed to be a risk for spreading disease may continue to attend classes or perform his or her duties at the University.
      - 1. Temporary removal of a student or employee who has been determined to be a potential risk may be made by the Review Committee. The removal may be made summarily, pending receipt of documentation by a medical professional that the individual does not pose a substantial threat or danger to himself or herself or other persons at Missouri Western State University.
    - iii. Individuals who have been deemed to be a potential risk to others, must present a release to resume regular activities from a medical professional when they no longer pose a substantial threat or danger to themselves or the campus community.
  - b. Individuals with a communicable disease have the right to privacy and confidentiality. Only faculty and staff members who need to know the identity and condition of such individuals in order to perform their duties will be informed of the individual's medical condition [45 CFR 164.512(b)]. Willful or negligent disclosure of confidential information regarding an individual's medical condition will be cause for disciplinary action.
  - c. The individual may appeal the determination of the Review Committee in accordance with University policies and procedures for grievances. The determination of the Review Committee will remain in effect until it is overturned on appeal.
- 6. The Review Committee will contact the St. Joseph/Buchanan County Health Department to determine appropriate action regarding potential exposure to others.
  - a. In the event of a public inquiry concerning a communicable disease on campus, the President or the President's designee will provide appropriate information on behalf of the University.

7. The Vice President for Student Affairs, or designee, should be contacted if further guidance is needed in managing a situation that involves a communicable disease.

### **Categories of Potential Risk**

#### No Risk:

Students or employees infected with chronic communicable diseases that do not pose a risk of transmission in school or at school activities (such as, but not limited to, Hepatitis B virus or HIV) shall be allowed to attend school or continue to work without any restrictions based solely on the infection. The university will not require any medical evaluations or tests for such diseases.

#### Potential Risk:

Students or employees with communicable diseases that pose a risk of transmission in school or at school activities (such as, but not limited to, chicken pox, influenza and conjunctivitis) will be managed as required by law and in accordance with guidelines provided by the Missouri Department of Health and Senior Services (DHSS) and local county or city health departments. Such management may include, but is not limited to, exclusion from school or reassignment as needed for the health and safety of students and staff.

\* Reportable diseases included in this policy are those which may pose a significant health risk to others, in accordance with the Missouri Department of Health and Senior Services Division of Community and Public Health policy, CSR 20.20.010 through 20.20.060, (<https://www.sos.mo.gov/adrules/csr/current/19csr/19c20-20.pdf>), state laws and Department of Health rules (Legal Reference: State Statute 191.650-695, RSMo. (<http://www.moga.mo.gov/>) governing the control and reporting of communicable and other diseases dangerous to public health.