

RULE

Subject	Communicable and/or Life Threatening Diseases	Number: 6HX14-2.055
Authority	F.S. 1000.05, 1001.64, 1006.68	Date: 6/24/09
History	10/19/88, 03/27/91, 1/18/95, 6/23/05	
Source	Human Resources	

GENERAL:

State College of Florida, Manatee - Sarasota is committed to all employees, students and visitors to provide a safe work and educational environment. Every precaution will be taken to ensure:

1. Non-discrimination toward infected individuals.
2. That the health and safety of employees, students and visitors is not threatened.

A dual program of education and prevention for all employees and students as well as counseling and other services for those affected by a disease represents an appropriate response as the College seeks to be of assistance.

Communicable and life threatening diseases which may include, but are not limited to, Measles, Tuberculosis, AIDS/HIV, and Hepatitis B, are recognized as significant public health threats. State College of Florida, Manatee - Sarasota understands that employees and students with communicable or life threatening diseases may wish to continue to engage in as many of their normal pursuits as their condition allows, including the furtherance of work and/or education. As long as these individuals are able to meet acceptable performance standards, and medical evidence indicates that their condition is not a threat to themselves or others, all State College of Florida, Manatee - Sarasota employees will be sensitive to the infected person's medical conditions and needs to ensure that they are treated consistent with applicable law.

NON DISCRIMINATION, HEALTH AND SAFETY PRECAUTIONS:

Individuals (employees or students) with a communicable or life-threatening disease should notify the college administration of any changes in his/her medical condition which might pose any risk or potential transmission (i.e. open sores, bleeding, injury, etc.). The College's response to each known case will be according to its own particular facts.

Any information concerning the affected person's medical condition will be handled as confidential information in accordance with State and Federal requirements.

In general, and to the extent not otherwise required by law, the College shall not provide any written or verbal information, whether formally or informally obtained, to anyone other than those employees designated by the President without the expressed written permission of the infected individual.

Disciplinary action for violations of this Rule will be determined through normal State College of Florida, Manatee - Sarasota Disciplinary Procedures as outlined in the Student, Faculty and College publications.