



## Personnel Policies for Lincoln University

The guiding principle for these policies is *The Rules and Regulation of Lincoln University* • Chapter I University Governance: Structure and Functions • Chapter VI Administration and Finance • Chapter VIII University Employment • HRSHB 9.2

Effective August 13, 2009

[Letter from the President](#)

[Rules and Regulations](#)

[Adjunct Handbook](#)

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[Faculty Handbook](#)

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[Staff Handbook](#)

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# Communicable Disease

## Employees covered by this policy

This policy applies to all Faculty, Staff and Hourly employees at LU and applicants of positions.

## Policy

A communicable disease (also called a contagious disease) is an infectious disease that is capable of being transmitted from one person to another. The university shall treat any communicable disease that may be contracted by students or employees in the following manner: persons with such diseases will be permitted to work at the university unless the student or employee's personal physician, campus medical officials, or local/state public health officials declare that the disease represents a substantial risk to the health and safety of other members of the community. In such instances, appropriate measures will be taken to protect the institution and its constituents.

In those instances in which a member of the university community is diagnosed as having a communicable disease, the university will consider all obtainable facts, medical information, and legal advice in determining the appropriate action. A member of the university identified as having a communicable disease will not be barred from working, teaching, attending classes or participating in university-sponsored activities unless the appropriate administrative authorities in consultation with appropriate health officials determine that he/she presents a clear and present danger to the public health.

All such decisions will be made on a case-by-case basis and will consider the individual's state of health and circumstances. No specific or detailed information concerning the individual patient's medical condition will be released to the general public. In the event that a personal physician or a local/state health department official determines that an individual's medical condition represents a public health hazard, proper administrative personnel will be informed on a need-to-know basis. The person's medical condition should be maintained in strictest confidentiality and disclosed only to governmental authorities or for a medical justification.

The university will make available to eligible persons appropriate clinical services, including testing and counseling, and will make other necessary

referrals to health care agencies. This will be done in conjunction with local and state health officials. Health care workers, personal service workers and food service workers employed by the university will follow guidelines issued by the Center for Disease Control for the prevention of communicable diseases. The university is committed to providing a comprehensive educational program concerning communicable diseases.



University Human Resource Services  
Revised July 9, 2009