

SECTION 1500.10

SIGNIFICANT INFECTIOUS DISEASES

Lake Region State College will follow the policies and recommendation of the Center for Disease Control of the U.S. Public Health Service and the North Dakota State Health Department and will work in cooperation with local health authorities to prevent the spread of and promote through education the prevention of significant infectious diseases. Significant infectious diseases for the purposes of this policy are defined as Acquired Immune Deficiency Syndrome (AIDS,) AIDS-Related Complex (ARC,) and Hepatitis B.

1. AIDS: Prohibiting Discriminations Against faculty, staff, students or others using Lake Region State College services.
  - a. Notification to Lake Region State College:  
A College employee or student diagnosed as having AIDS and who wishes to be covered by this policy or who requests accommodations should notify the Vice President of Academic and Student Affairs. The Vice President of Academic and Student Affairs shall request the President to convene the Significant Infectious Disease (SID) Committee.
  - b. Significant Infectious Disease Committee:
    - i. The Significant Infectious Disease Committee shall review and make recommendations regarding any reasonable accommodation for or workplace restrictions on a faculty or staff member diagnosed as having AIDS. Similarly, the SID Committee shall review and make recommendations regarding any reasonable accommodations or restrictions on the educational programs or other College activities of a student diagnosed as having AIDS. The College shall abide by the recommendations of the SID Committee, except that the President retains the right to modify or reject the Committee's recommendations.
    - ii. The SID Committee shall be composed of the following: The Vice President of Academic and Student Affairs, Ramsey County Public Health Physician, and Affirmative Action Officer, one representative as appropriate from Academic Affairs, Administrative Affairs, Operations, or Student Affairs. The President shall appoint a chairperson either from the Committee or as the President's designee.
    - iii. The Committee shall consult with or request assistance from those College administrators most closely related to the accommodation requested by the individual. Additional assistance or information may be requested from the individual's physician and from the North Dakota State Health Officer.
  - c. Faculty/Staff:  
Faculty or staff members diagnosed as having AIDS shall be protected from discrimination in their employment and shall be considered as handicapped persons with a life-limiting disease as defined by the Rehabilitation Act of 1973.
  - d. Students:  
Students diagnosed as having AIDS shall be protected from discrimination in their educational program, housing accommodation, food service, and related Student Affairs or opportunities. They shall be considered as handicapped persons with a life-limiting disease.

- e. Services Provided by the College:  
College faculty/staff or students, as a part of their work or educational program, shall not discriminate against AID-diagnosed individuals in services offered, rendered or provided by the College.
  - f. Protocol:  
AIDS-related protocol established by the Center for Disease Control, USPHS, shall serve as the primary but not exclusive source of information in reviewing individual cases. Applicable federal and state laws, rules and regulations as well as College equal opportunity policies covering handicapping conditions shall be followed in applying this policy.
- 2. AIDS-Related Complex:  
No special employment or educational discrimination provisions are recommended for persons with AIDS-related complex (ARC).
  - 3. Hepatitis B:  
No special employment or educational discrimination provisions are recommended for persons with hepatitis B except that standard medical protocol for prevention and treatment shall be followed.
  - 4. Preventive Medical Protocol:  
The College shall adopt standard medical preventive protocol procedures to protect specific employee groups or students who may have potential exposure to such significant infectious diseases either in the workplace or in an educational setting.
  - 5. Confidentiality:  
Information regarding any person affected by infectious disease as defined within this policy shall be treated with the same confidentiality as provided for all medical records under College policy. Any request for information regarding persons affected by infectious disease, is to be directed to the President who will act as spokesperson for the institution.
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## History