

Lakeland Community College

POLICY TITLE:	COMMUNICABLE DISEASE
POLICY NO:	3354:2-20-73
ORIGINALLY APPROVED DATE:	12/07/00
REVISED DATE:	01/22/26
EFFECTIVE DATE:	01/22/26
NEXT REVIEW DATE:	01/2031
RELATED PROCEDURE:	HR20-73
RESPONSIBLE OFFICE(S):	HUMAN RESOURCES
APPROVED BY:	BOARD OF TRUSTEES

This policy applies to all employees.

- A. An employee with a communicable disease, or who is a carrier of a communicable disease, shall be permitted to retain his/her position whenever, through reasonable accommodation, there is no significant risk of transmission of the disease to others. An employee who cannot retain his/her position shall remain subject to the Board's employment policies including but not limited to sick leave, personal leave, parental leave and unpaid leave.

- B. A student who has a communicable disease, or who is a carrier of a communicable disease, will be allowed to participate in educational programs unless such a communicable disease constitutes a direct threat to the health and/or safety of the students or others or has a direct effect on the student's ability to perform so as to render the student not qualified for the program or course of study. No person who has a communicable disease or who is a carrier of a communicable disease shall be denied the use of college facilities or services whenever, through reasonable accommodation, there is no significant risk of transmission of the disease to others.

- C. The President is authorized to establish rules, regulations, and procedures designed to implement this policy.