

**Subject: Communicable Disease/
Infection****Effective Date: June 2005****Created: February 1986****Revision Date(s): July 2010**

Policy:

It is the policy of Person Industries to attempt to provide a safe and secure environment for all employees and people entering their facility. An employee suffering from a communicable disease or condition is encouraged to inform his or her supervisor so that appropriate accommodations may be made and appropriate precautions may be taken. This policy applies to all legally reportable communicable diseases, including HIV and AIDS, as set forth in Article 6, Communicable Diseases 130A-134-130A 145 in Public Health and Related Laws of North Carolina. Person Industries will report any individual showing signs of a reportable communicable disease or infection to the Person County Health Department at (336) 597-2204. The report should be made to the Communicable Disease Nurse or the Public Health Nursing Supervisor.

Purpose:

Person Industries recognizes its responsibility to protect the health of its employees from the risk posed by infectious diseases. Person Industries also has the responsibility to uphold rights of affected individuals to privacy and confidentiality and to be treated in a nondiscriminatory manner.

Procedures:

A. Reportable communicable diseases/infections are as follows:

Report within 24 hours (unless
otherwise specified)

Anthrax (**Immediately**)
Acquired Immune Deficiency (AIDS)
Botulism (**Immediately**)
Campylobacter Infection
Chancroid
Cholera
Cryptosporidiosis
Cyclosporiasis
Diphtheria
E.Coli Infection
Foodborne Disease
Gonorrhea
Granuloma Inguinale
Haemophilus Influenza
Hemolytic-Uremic Syndrome

Report within 7 days

Brucellosis
Chlamydial Infection (Lab Confirmed)
Creutzfeldt-Jakob Disease
Dengue
Ehrlichiosis
Encephalitis, arboviral
Hantavirus Infection
Hepatitis B Carriage
Hepatitis C, Acute
Legionellosis
Leprosy
Leptospirosis
Lyme Disease
Lymphogranuloma Venereum
Malaria

Hemorrhagic Fever Virus Infection (Immediately)	Meningitis, Pneumococcal
Hepatitis A	Mumps
Hepatitis B	Nongonococcal Urethritis
HIV Infection, Confirmed	Pelvic Inflammatory Disease
Influenza Virus Infection, causing death	Psittacosis
Measles, Rubeola	Q Fever
Meningococcal Disease	Rocky Mountain Spotted Fever
Monkeypox	Rubella Congenital Syndrome
Novel Influenza Virus Infection (Immediately)	Streptococcal Infection, Group A
Plague (Immediately)	Tetanus
Paralytic Poliomyelitis	Toxic Shock Syndrome
Rabies, Human	Trichinosis
Rubella	Typhoid Carriage
Salmonellosis	Typhus, Epidemic (Louse-Borne)
Severe Acute Respiratory Syndrome (SARS)	Yellow Fever
Shigellosis	
Smallpox (Immediately)	
Staphylococcus Aureus	
Syphilis	
Tuberculosis	
Tularemia (Immediately)	
Typhoid	
Vaccinia	
Vibrio Infection	
Whooping Cough	

B. Safety Control Measures

1. Handling of Bodily Fluids

To prevent the spread of communicable diseases, universal Safety and Health precautions, including precautions regarding the handling and cleanup of blood and other bodily fluids, shall be distributed by the administration and followed by all employees. Employees are also required to follow the agency's bloodborne pathogens exposure control plan that contains universal precautions and specific work practice controls relating to the handling, disposal, and cleanup of blood and other potentially infectious materials. The bloodborne pathogens exposure control plan shall be made available to every employee.

All employees have a duty to report to the director, or designee, any failure by an employee to follow the universal precautions, including their own.

2. Reporting Communicable Diseases

Person Industries is required to report suspected cases of reportable communicable disease to the Person County Health Department for investigation.

Such reports are to remain strictly confidential and may be shared only with other staff members as necessary to prepare and file a report.

3. Employment Status of Employee

Before an employee who has been diagnosed with a communicable disease may return to the program setting, he/she must furnish written proof of health from a physician.

Any employee who becomes ill while at Person Industries will be separated physically from everyone else while awaiting medical treatment.

An employee may request that the director or designee consider altering the employee's duties if the employee:

- feels unable to continue to perform the regular duties of the position due to a communicable disease.
- feels he or she may risk transmitting the communicable disease to others by continuing to perform assigned duties.

The employee seeking alteration in the conditions of employment must apprise the director or designee of his or her condition, submit medical documentation regarding such condition, suggest possible accommodations known to him or her, and cooperate in any discussion and evaluation regarding whether there are possible reasonable accommodations.

The director or designee shall consult with the local health director if there is any question as to the employee's risk of transmission on the job. If the director determines that a significant risk of transmission exists in the employee's current position or that the employee is no longer able to continue in his or her current position for health reasons, the director shall decide whether alternative employment opportunities are reasonably available within the system.

4. Following Health Control Measures for Communicable Diseases

An employee with a communicable disease is required to follow all control measures given to him or her by the physician and the local health director, and take all necessary precautions to prevent the transmission of the disease. An employee who has reason to believe that another employee is failing to follow safe practices, including a failure to use the universal precautions, must report this to his or her supervisor. Supervisory personnel shall report unsafe conduct to the health department when they have

reasonable concern that such conduct may cause or may have caused the spread of a communicable disease.

5. Cooperating with Health Officials

If the local health director notifies the director that a Person Industries employee with a communicable disease may be posing a threat to the public health, the personnel shall cooperate with the health director in eliminating the threat.

6. Confidentiality of Information

Information shared with the director and/or medical personnel shall be kept confidential and separate from other personnel file information. A medical release of information may be required of the employee in some circumstances.

7. Training

All Person Industries employees shall receive training upon orientation and annually on the Communicable Disease Policy.