

Communicable Disease

The Illinois Department of Public Health (IDPH) implements guidelines and routine measures for definition and control of reportable communicable diseases. This policy is to ensure that the College is in compliance with those and other state and federal rules, regulations and laws. In implementing the policy, the College will consider the welfare of the campus community while respecting the confidentiality and privacy needs of the individuals involved.

The College does not intend to exclude students, employees or community members who have, or who are a carrier of, a reportable communicable disease if there is no significant risk of transmission to others or danger to the individual. Individuals who have, or who are a carrier of, a reportable disease as defined by IDPH must notify the College Nurse.

An employee, student or community member who has a communicable disease, or is a carrier of a communicable disease may attend Lake Land College and/or participate in programs and activities whenever, through reasonable accommodation, there is no significant risk of transmission of the disease to others, as supported by medical documentation.

College decisions made in reference to a student or employee's health-related circumstances will depend on each unique instance. When necessary, an evaluation team under the direction of the Vice President for Student Services, regarding students, or the Director of Human Resources, regarding employees, will be convened to gather relevant information and submit a report and recommendations to the appropriate Vice President or President for action. The evaluation will be conducted in conjunction with IDPH guidelines and direction.

A student who is temporarily excluded from classes during an evaluation shall be provided the opportunity to make up any work missed during the absence.

A student who has a communicable disease or who is a carrier of a communicable disease may be denied admission to, or may be dismissed from, a particular program or course of study whenever such communicable disease 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. A student dismissed from attendance at the College or participation in a particular program, activity or course of study shall be permitted to withdraw and receive a tuition refund.

An employee who has a communicable disease or is a carrier, or is suspected of having a communicable disease or being a carrier, may be required to undergo an examination at the College's expense. The employee shall be allowed to select the physician, as approved by the College. In the event the employee unreasonably delays selection of the physician or making an appointment, the College may select the physician and/or make the appointment on behalf of the employee.

An employee who is temporarily excluded from working during an evaluation shall be entitled to utilize sick leave and other related benefits. In the event it is determined that the employee could have been at work during the temporary exclusion, no deduction from sick leave shall be made for such excluded time.

An employee who cannot retain his or her position shall remain subject to the Board's employment policies including, but not limited to sick leave, physical examinations, temporary and permanent disability and termination.

Students and employees may be periodically re-evaluated to determine their current status.

The College shall respect the right to privacy of any individual who has or is a carrier of a communicable disease. Such medical conditions shall be disclosed only to the extent necessary to minimize the health risks to the individual and others. The College will utilize IDPH guidelines to determine who will be notified to assure the individual is properly cared for and to minimize health risks to others.

Procedures detailing systematic approaches to prevent and control the risks associated with reportable communicable diseases will be promulgated consistent with this Policy.

Adopted November 9, 1998
Revised January 8, 2018