

CONTAGIOUS OR INFECTIOUS DISEASES ON CAMPUS

GENERAL STATEMENT OF POLICY

It is general policy of the Board of Regents that applicable state and federal laws pertaining to public health, contagious or infectious diseases, and unreasonable discrimination, shall be appropriately observed and followed in the operation of all institutions under its governance.

It is the stated policy of Langston University to implement a comprehensive plan for an avoidance and control of contagious and infectious diseases on campus. The Vice-President for Student Affairs shall consult with appropriate public or private health science professionals when necessary and inform the institution's President of known or emerging problems and propose actions which should reduce probable risks of the problem worsening. Should a faculty member, employee, or student develop a communicable disease, they will be permitted to continue their University activities without change to the extent permitted by their health status. Persons with a diagnosed communicable disease that would endanger the health of others will be considered incapable of continuing their University activities. However, there is no objective reason to exclude individuals from campus academic, social, or cultural activities whose conditions does not endanger the health of others.

CONFIDENTIALITY OF INFORMATION

Confidentiality will be observed by the University as to information about any individual who knows or suspects that they have a communicable or infectious disease unless an exception is granted by the affected person. However, such information will be shared among University officials to the extent necessary to maintain University operations.

Counseling services will include education and/or referral. The University Counseling Service and Student Health Clinic will provide confidential counseling services to all persons and education to the University community.

Information concerning the existence of a communicable or infectious disease in a student, faculty, or staff member is highly sensitive, frequently misunderstood, and has a potential for misuse. Langston University will make all reasonable efforts to insure that such information is kept confidential. Professional standards concerning confidentiality in the delivery of medical and counseling services protect such information. In addition, other University personnel will be made aware of the necessity for confidentiality (and appropriate procedures will be developed where necessary). The University will be prepared to deal swiftly, effectively, and efficiently with any purposeful or accidental disclosure of confidential information.

Information relating to communicable or infectious diseases will be cleared via the Vice-President for Student Affairs before released to the general public. Educational materials about communicable or infectious diseases will be maintained and disseminated by the University Health Center. The student health center will educate patients regarding risk, safe practices, support resources, and care. Educational programs for the entire University community are extremely important and the health center and medical services staff members will be prepared to share in the process.

RELEVANT STUDENT/EMPLOYEES SAFETY ISSUES

When there is a health risk from classroom, laboratory, living quarters, or contact with persons with a communicable disease, requests for arrangements to minimize or eliminate such contact will be reviewed. Such requests will not be considered if based only upon rumors. All health personnel will be reminded of procedures for dealing with individuals with communicable or infectious diseases. Laboratory personnel or students who handle human blood or other tissues will be instructed as to safe methods. All personnel, faculty, staff, and student body will be kept updated on information related to communicable and infectious diseases through on-going orientation, workshop, in-service programs, and seminars. The student health center will give information about communicable and infectious diseases and information about specific tests.

When students have need for learning about communicable or infectious diseases, they may address the issue directly through educational resources offered throughout the University. In the case of laboratory accidents that break the skin, precautions to prevent transmission of body fluids will be executed. Laboratory instruction will familiarize students with such procedures. Laboratory procedures that involve blood samples, recommended protocols.

Those administrative units meriting the establishment of additional guidelines, educational programs, and resources are encouraged to develop procedures as soon as possible.

Injuries during athletic and sport activities can result in bleeding and open wounds to participants. Persons (i.e. coaches, trainers, staff, or others) assisting in the treatment of injuries occurring during or as a result of athletic or sporting activities, should use prudent and cautious procedures. Education resources and medical consultation are available from the student health center and counseling services.

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POLICIES PERTAINING TO CONTINUATION OR EMPLOYMENT

Any employee, who works with or provides services for an individual who is known to have a communicable or infectious disease, will be advised regarding necessary precautions when carrying out his or her normal work duties. An employee requesting transfer due to concerns about a communicable or infectious disease will be considered for such vacancies as are available on the same basis as other candidates for the position.

Employees who believe themselves to be among those who have a high risk of contracting or carrying certain communicable or infectious diseases, are urged to seek medical consultation. Any employee who discovers they have a communicable or infectious disease is advised to seek accommodations to protect themselves from infecting others.

ADVISORY GROUP TO SUPPORT IMPLEMENTATION OF POLICY

A communicable or infectious disease advisory committee made up of knowledgeable persons from all areas of the University will serve as resource persons for educational efforts. This committee will help to identify education providers. Networking with other State agencies and resources is a high priority. Persons concerned about the possibility of having a communicable or infectious disease will be referred to appropriate physicians for definitive care or referral.

In view of the necessity to keep administrative guidelines and educational programs current and effective, the committee will monitor policies and programs to insure their effective implementation. In addition, this group will maintain effective relationships with health care sources and seek cooperation in the use of available educational resources from appropriate local, regional, state, and national agencies.

DISSEMINATION OF EDUCATIONAL INFORMATION

It is recognized that the primary response to communicable or infectious diseases must be education. Communicable or infectious diseases are transmitted primarily by certain behaviors. The most important goal must be that of increasing awareness, promoting understanding, and providing education to prevent further spreads of communicable or infectious diseases.

Educational information will include information about all communicable or infectious diseases. In addition, information as to testing sites, implications of the disease, transmission, risk factors, behavioral education, treatment, and support resources will also be disseminated to students and employees in considering the characteristics of various target populations and the breadth and depth of the information to be provided, several educational strategies will be employed. Suggested methods listed below are open to continual development:

1. Group workshops.
2. Seminars including current audio-visual resources.
3. Pamphlets and brochures.
4. Educational news articles in cooperation with the Communicable/Infectious
i. Disease Advisory Committee).
5. Information resource center – one centralized location, perhaps the Student Health Center, that will be a viable source for collection and dissemination of current and accurate information.
6. Identification of national and other “hotline” information numbers.
7. flyers, brochures, and/or posters advertising information resources and telephone “hotline” numbers.
8. Health information section in the Student Handbook.
9. General education sessions.
10. Incorporate basic educational information about communicable and infectious diseases into appropriate academic courses.
11. Health forums including consultants, speakers, and resources (specific to communicable or infectious diseases and also broader health related issues).

General education about communicable or infectious diseases, risk factors, transmission, facts about testing, and support services will be provided to the populations listed below. Special emphasis will be placed on high-risk groups:

1. General student population
2. Faculty, Administration and Staff
3. Student Affairs Personnel
4. Academic Support Personnel
5. Athletic Staff
6. Student Organizations
7. Food Service Staff
8. Custodial Staff
9. Laboratory Personnel
10. Physical Plant Staff

CAMPUS LIVING

Residence halls and other housing will be made available to persons with a communicable or infectious disease by individual case review. In addition, requests for unique accommodations will be given every reasonable consideration to meet the special housing needs of those afflicted.

Langston University believes that individuals who know they are infected with a communicable or infectious disease, have a special responsibility to others. This responsibility includes avoiding contact and situations where the infection will likely be transmitted.

SPECIAL NEEDS

The future may require difficult decisions concerning the rights of the individual, the need for medical or counseling assistance, and the protection of the welfare of the larger community. To facilitate such decision making and provide for such needs, the University's physician or other University staff members may find it necessary to seek the assistance of a limited number of key university personnel. Such consultation will take place only with the consent of the student or employee involved, unless consent is refused and inaction is judged to endanger the welfare of others. In all cases, steps will be taken to protect the identity of those involved and utilize only data pertinent to the decision making process.

SPECIAL NOTE

Any person(s) designated or desiring to be a communicable or infectious disease education provider, will receive in-depth information about communicable and infectious disease and its personal, social, and public implications. Specific attention will be given to consent and method guidelines provided by the American College Health Association.