

		<h1 style="margin: 0;">Policies, Rules And Regulations</h1>

Effective Date	Date of Revision
11-5-91	1-17-2006

Chapter Name	Chapter No.	Page
EMPLOYMENT/AFFIRMATIVE ACTION	3.7.3	Page 1 of 2

Issue
COMMUNICABLE DISEASES

UNIVERSITY POLICY STATEMENT

The University recognizes that current and prospective employees and students with communicable diseases (including but not limited to hepatitis, HIV infection, meningitis, tuberculosis and influenza) may wish to pursue or continue in as many activities as their condition allows, including work and educational pursuits.

The University further recognizes its responsibility to provide a safe workplace and classroom environment for all employees and students. Those students and employees with communicable diseases should be allowed access to University programs, services and facilities in an unrestricted manner as long as their presence poses no threat to the health or safety of others and they are physically able to do so.

Eastern Michigan University promotes an environment free from discrimination/harassment by complying with all applicable state and federal laws governing individuals diagnosed with communicable diseases.

Under Michigan law, all records, reports and data pertaining to testing, diagnosis, care, treatment, and research will be held confidential.

UNIVERSITY PRACTICE

University practices for implementing and administering this policy are:

1. Employment decisions will be based on lawful practices following the principles and guidelines for equal employment opportunity and affirmative action.
2. Non-discriminatory practices will be followed in:
 - a. Personnel actions and benefit programs
 - b. Admission decisions
 - c. Housing assignments and related services
 - d. University programs and services not specified above.
3. Applicable waste management guidelines and blood and body fluid precautions will be followed.
4. Education relating to the prevention and transmission of communicable diseases will be made available. Resources/referrals are available to employees and students through University Health Services.

Chapter Name	Chapter No.	Page
EMPLOYMENT/AFFIRMATIVE ACTION	3.7.3	Page 2 of 2
Issue		
COMMUNICABLE DISEASES		

RESPONSIBILITY FOR IMPLEMENTATION

The President has overall responsibility for the implementation of this policy and has delegated its overall management to the Assistant Vice President of Human Resources and the Director of University Health Services.

SCOPE OF POLICY COVERAGE

This policy applies to all current and prospective University employees and students.

Authority for Creation or Revision

Minutes of the Board of Regents, November 5, 1991; para. .4460M. December 2, 2003; para. .6194M. January 17, 2006; para. .6558M