

## **Communicable Disease Policy**

[Company Name]'s policy involving persons who have communicable diseases shall be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has a communicable disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with a communicable disease. It is the policy of the Company to protect employees, whenever possible, from exposure to certain communicable illnesses.

Communicable diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS), Coronavirus (COVID-19) and tuberculosis. [Company Name] may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC).

[Company Name] will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely on the grounds that they have a communicable disease. [Company Name] reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if the organization finds that, based on a medical determination, such restriction is necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the workplace.

[Company Name] will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease. Every effort will be made to ensure procedurally sufficient safeguards to maintain the personal confidence about persons who have communicable diseases. In the setting of a large epidemic or pandemic, case-by-case evaluation may not be possible and broad restrictions may be implemented. Employees who know they have a communicable illness, or who have a reasonable basis for believing that they have a communicable illness, have an obligation to conduct themselves responsibly for their own protection and the protection of co-workers.

Decisions regarding restrictions on or modifications of employment will be made on a case-by-case basis, when possible, depending on the type and nature of the communicable illness, the nature of work or work setting, and the risk to the health of the individual or others. Such restrictions or modifications may include, among other things, changes in job functions, location, or work schedule, and/or removing the individual from the work setting. Efforts to implement such decisions will be handled as discreetly and confidentially as possible.