SUBJECT: Chronic Communicable Disease

Midland College places a high priority on the need to prevent the spread of chronic communicable diseases, including but not limited to AIDS, and is committed to educate its staff, students, and the community in this regard. Specifically, because there is currently no cure or vaccine for AIDS, education regarding methods by which this virus may be transmitted and how to prevent transmission is essential. By adopting this policy, it is the intention of Midland College to promote the health and regular attendance of its staff and its students.

As with all disabilities, under the Americans with Disabilities Act, the College will make reasonable accommodations, as legally required, to allow qualified employees to function in their jobs and allow qualified students to attend classes, while not presenting a health risk to other employees and other students. Such qualified employees shall remain subject to the same performance requirements and employment policies, including, but not limited to, sick leave, disability, and termination, as any other employee.

Decisions regarding such qualified employees and students will be made by utilizing the general legal standard in conjunction with current available public health guidelines. Each case shall be handled on an individual basis. The disposition of an individual case by the College Administration shall be determined only after proper input by the employee’s or student’s physician and any other health professional who is deemed as experienced in treating and diagnosing the particular chronic communicable disease.

The College shall respect the right to privacy of all employees and students, including any individual with a chronic communicable disease. The employee’s or students medical condition shall be disclosed only in compliance with applicable law.