

Blood Borne Pathogen Policy

College of Lake County Dental Hygiene Program faculty, staff, and students have the obligation to maintain standards of health care and professionalism that are consistent with the public's expectations of the health professions.

All personnel are ethically obligated to provide patient care with compassion and demonstrate respect for human dignity.

No personnel may ethically refuse to treat a patient solely because the patient is at risk of contracting, or has, an infectious disease such as human immunodeficiency virus (HIV) infection, acquired immunodeficiency syndrome (AIDS), or Hepatitis B infection. These patients may not be subjected to discrimination.

Personnel are ethically obligated to respect the rights of privacy and confidentiality of patients with infectious diseases.

College of Lake County will protect the privacy and confidentiality of any personnel who test positive for an infectious disease. Personnel who pose a risk of transmitting an infectious agent must consult with appropriate health care professionals to determine whether continuing to provide professional services represents a material risk to the patient. If a faculty member learns that continuing to provide professional health services represents a material risk to patients, that person should inform the Dean of the Biological and Health Sciences Division. The dean will take steps consistent with the advice of health care professionals and with current federal, state, and/or local guidelines to ensure that such individuals do not engage in any professional activity that would create a risk of transmission.

The Dean of the Biological and Health Sciences Division, along with the faculty, has established and enforced written preclinical, clinical, and laboratory protocols to ensure adequate asepsis, infection and hazard control, and hazardous waste disposal. These protocols are consistent with current federal, state, and/or local guidelines, and have been provided to all faculty, students, and support staff. The protocol is complete including the availability and use of gloves, masks, and protective eye wear by faculty, students, and patients in both the preclinical and clinical settings. The protocols are reviewed annually by faculty to ensure accuracy and compliance.

The College of Lake County requires pre-matriculation and annual testing for tuberculosis of all health profession students. Hepatitis B vaccine and appropriate vaccine follow-up to all employees, such as faculty and staff, will be provided. In accordance with the Centers for Disease Control and Prevention (CDC) guidelines, all students in Dental Hygiene will:

1. Demonstrate proof of immunity to Hepatitis B, or
2. Be immunized against the Hepatitis B virus as part of their preparation for clinical training.

Policies & Procedures for Blood Borne Infectious Disease(s)

Chronic Communicable Disease Policy

College of Lake County places a high priority on the need to prevent the spread of chronic communicable diseases on its campus. The College is committed to educating its staff, students, and the community about communicable diseases. Specifically, because there is currently no cure or vaccine for Acquired Immune Deficiency Syndrome (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 the College of Lake County to promote the health and regular school attendance of our students so that they may attain their maximum potential for learning.

In general, students, faculty and staff with chronic communicable disease are expected to continue to study or work in an unrestricted setting. This policy is based on current epidemiological data and may be modified as required by new scientific and medical information.

When a College of Lake County class is offered in conjunction or in agreement with an outside agency, students and employees must abide by policies and procedures of the outside agency relating to chronic communicable diseases.

Students with Chronic Communicable Diseases

A student who has a chronic communicable disease or who is a carrier may attend college whenever, through reasonable accommodation, the risk of transmission of the disease and/or the risk of further injury to the student is sufficiently remote in such setting to be outweighed by the detrimental effects resulting from the student's exclusion from college. Placement decisions will be made by using this standard in conjunction with current, available public health department guidelines concerning the disease in question. The determination of whether a student with a chronic communicable disease may attend college shall be made on an individual basis, according to procedures implemented by the college in consultation with appropriate college personnel and a consulting physician, the student's primary physician, public health personnel, the college's legal counsel, and the student. A student who has a chronic communicable disease or who is a carrier of a chronic communicable disease may be denied admission to, or may be dismissed from, a particular program or course of study whenever such chronic communicable disease has a direct effect on the student's ability to perform to render the student not qualified for the program or course of study.

The College shall respect the right to privacy of any student who has a chronic communicable disease or is a carrier. The student's medical condition shall be disclosed only to the extent necessary to minimize the health risks to the student and others. Persons deemed to have "a direct need to know" will be provided with the appropriate information; however, these people shall not further disclose the information. The multidisciplinary team responsible for making initial

evaluations and placement decisions will be responsible for determining who has "a direct need to know."

Procedures for Students with Communicable Disease:

Temporary Exclusion

Upon being informed that a student is suspected of having a communicable disease, a staff member shall inform the Dean of Biological and Health Sciences or designee who will consult with a multidisciplinary team consisting of appropriate college personnel and a consulting physician, the student's primary physician, public health personnel, the college's legal counsel, and the student. Pending determination of placement, a student who has a chronic communicable disease or is a carrier of a chronic communicable disease, or a student who is reasonably suspected of having a chronic communicable disease or being a carrier, may be temporarily excluded from the College.

Initial Evaluation

Each student's case shall be evaluated by the multidisciplinary team convened by the Dean of Biological and Health Sciences or designee. The student's failure to cooperate with the evaluation procedure shall not prevent the multidisciplinary team from performing its job and providing recommendations regarding the case.

Placement Decision

Upon completion of a case study evaluation, one or more conferences shall be convened for the purpose of determining the student's placement. Recommendations concerning the student's placement shall be made at these multidisciplinary conferences by consensus of the participating personnel and shall be determined in accordance with the standards set forth in college policy and based upon the following factors:

- The risk of transmission of the disease to others
- The health risk to the student
- Reasonable accommodations which can be made without undue hardship to reduce the health risk to the student and others.

The team's placement decision shall be communicated in writing to the student and the Dean of Biological and Health Sciences Division.

Appeal

A decision on a student's placement may be appealed in accordance with the college's grievance procedures.

Subsequent Evaluations

The student shall be reevaluated on a regular basis by the multidisciplinary team to determine whether the student's placement continues to be appropriate. The frequency for the reevaluations shall be determined by the team, but in no event shall the student be reevaluated less frequently than twice per academic year. In the event of a change in the student's medical condition or a change in the college environment, the multidisciplinary team shall determine if a change in placement is appropriate. If an emergency occurs, the Dean of Biological and Health Sciences

Division or designee shall have the right to take appropriate action. Any such action will be reviewed by the multidisciplinary team as soon as possible.

Employees with Chronic Communicable Diseases

Employees with identified chronic communicable diseases or who are carriers will be permitted to retain their positions whenever, through reasonable accommodation of the employee's physical condition and without undue hardship to the employer, there is no reasonable risk of transmission of the disease to others. Such employees will remain subject to the board's employment policies, including, but not limited to, the current collective bargaining agreement in effect, personal disability leave, physical examinations, temporary and permanent disability, and termination. Employment decisions will be made by utilizing the general legal standard in conjunction with current, available public health department guidelines concerning the particular disease in question. The determination of whether an employee with a chronic communicable disease retain his or her position will be made on an individual basis, according to procedures implemented by the College in consultation with appropriate college personnel and a consulting physician, the employee's primary physician, the vice president for administrative services/legal affairs, public health personnel, the college's legal counsel, and the employee.

The College will respect the right to privacy of any employee who has a chronic communicable disease or is a carrier. The employee's medical condition will be disclosed only to the extent necessary to minimize the health risks to the employee and others. Persons deemed to have "a direct need to know" will be provided with the appropriate information; however, these persons *will not* further disclose the information. The multidisciplinary team responsible for making initial evaluations and placement decisions will be responsible for determining who has "a direct need to know."

Procedures for Employees with Communicable Disease: Temporary Exclusion

Upon being informed that an employee is suspected of having a communicable disease, a staff member will inform the Dean of Biological and Health Sciences Division or designee who will consult with a multidisciplinary team consisting of appropriate college personnel and a consulting physician, the employee's primary physician, public health personnel, the college's legal counsel, and the employee. Pending determination of placement, an employee who has a chronic communicable disease or is a carrier of a chronic communicable disease, or an employee who is reasonably suspected of having a chronic communicable disease or being a carrier, may be temporarily excluded from working at the College.

Initial Evaluation

Each employee's case will be evaluated by the Dean of Biological and Health Sciences or designee. The employee's failure to cooperate with the evaluation procedure will not prevent the multidisciplinary team from performing its job and providing recommendations regarding the case.

Placement Decision

Upon completion of a case study evaluation, one or more conferences will be convened for the purpose of determining the employee's placement. Recommendations concerning the employee's

placement will be made at these multidisciplinary conferences by consensus of the participating personnel and will be determined in accordance with the standards set forth in the college policy and based upon the following factors:

- The risk of transmission of the disease to others;
- The health risk to the employee;
- Reasonable accommodations which can be made without undue hardship to reduce the health risk to the employee and others.

The team's placement decision will be communicated in writing to the employee and the Dean of Biological and Health Sciences Division or designee.

Appeal

A decision on an employee's placement may be appealed in accordance with the College's grievance procedures.

Subsequent Evaluations

The employee will be reevaluated on a regular basis by the multidisciplinary team to determine whether the employee's placement continues to be appropriate. The frequency for the reevaluations will be determined by the team, but in no event will the employee be reevaluated less frequently than twice per academic year. In the event of a change in the employee's medical condition or a change in the College environment, the multidisciplinary team will determine if a change in placement is appropriate. If an emergency occurs, the Dean of Biological and Health Sciences Division or designee will have the right to take appropriate action. Any such action will be reviewed by the multidisciplinary team as soon as possible.