

#### **D.4.8 (Policy) Communicable Diseases**

Responsible Department: Human Resources

Board Adoption: 4-28-09

Last Board Action: 1-13-10

Last Amended: 11-10-16

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The College District shall comply with all pertinent statutes and regulations that protect the privacy of College District employees who have a communicable disease. The College District shall ensure that procedural safeguards sufficient to maintain the strictest confidence about persons who have HIV infection are in effect in all offices of the College District. For the purposes of this policy, the term “HIV infection” includes AIDS, AIDS-Related Complex (ARC), and a positive test for the antibody to human immunodeficiency virus.

The College District shall not discriminate in employment against any employee solely on the grounds that the employee has a communicable disease. Employees shall not be denied access to College District facilities or campus activities solely on the grounds that they have a communicable disease. However, the College District reserves the right to exclude or restrict a person with a communicable disease from its facilities, programs, and functions, or take appropriate employment action, if the College District makes a determination that by reason of the communicable disease the person poses a risk of contagion to others, poses a threat to personal health by remaining on the job, or is unable to satisfactorily perform the essential functions of the job.

Procedure [D.4.8.1](#) Communicable Diseases

*Legal Reference - TACC Policy Reference Manual*

DBB(LEGAL) - Employment Requirements and Restrictions: Medical Examinations and Communicable Diseases