

Allegany College of Maryland
INFECTIOUS DISEASE/CONDITION POLICY

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Revised Date (if applicable) 2023
Approved by Board of Trustees 06/19/23
Implementation 07/01/23
Type of Policy: Optional

BACKGROUND AND PURPOSE

Allegany College of Maryland is committed to providing healthy and safe teaching, learning, working, living, sporting, and leisure environments for all students, employees and visitors as described below. The College's priorities are both the wellbeing and recovery of any person who is ill and the protection of others from transmission of an infectious disease or condition – particularly those whose immunity to disease is already compromised. Therefore, the College has a responsibility to prevent and/or mitigate the risk of person-to-person transmission of diseases or conditions that pose a risk to others. The College will utilize public health guidance from federal, state, and local authorities and comply with any directives. The College also values the privacy of all persons and meets its legal responsibilities under federal and state privacy laws.

POLICY

I. Policy Statement

Persons who have been infected with or who have symptoms of an infectious disease or condition as defined in this policy may be restricted from campus and programs/activities while the person is contagious or presents a health risk to others. This policy does not apply to diseases or conditions which are not transmitted person-to-person through casual contact or which are not otherwise regarded as contagious.

II. Scope of the Policy

This policy applies to all Allegany College of Maryland students, employees, volunteers, interns, vendors, visitors, parents, spectators, Trustees, and/or any person who is present on any College property for any purpose. College owned or managed property includes (but is not limited to) Cumberland campus, Bedford County Campus, Somerset County site, Gateway Center, Garrett site, Makerspace, and Willowbrook Woods. This policy also applies to any student or employee who is engaged in any college-sponsored or college-affiliated activity at an off-campus location including but not limited to sporting events, field trips, clinical/practicum course requirements, and conferences. This policy applies while using College owned or rented vehicles.

This policy does not apply to single family dwellings owned by the College and leased as private residences.

III. Definitions

Clery Notification: Federal law requires colleges to notify students and employees of health and safety emergencies. In a health emergency, the notification will alert the campus community or individual students/employees of a campus outbreak and/or exposure to a person who has been diagnosed or tested positive for a highly transmissible disease/condition. The purpose of the notification is to make those persons aware of the exposure, to provide information about what exposure means, and to advise what steps can be taken to mitigate the risk and to protect exposed persons and others.

Contact Tracing is how public health officials and/or designated College Officials identify persons who have been exposed to an infectious disease or condition.

Endemic is the amount of a particular disease that is usually present in a community. It's also called a baseline.

Epidemic is an increase — often sudden — in the number of cases of a disease above what is normally expected in that population or in a specific area.

FERPA is the Family Educational Rights and Privacy Act, a federal law regarding access to and privacy of student records as detailed in the College's FERPA policy.

HIPAA is the Health Insurance Portability and Accountability Act, a federal law regarding access to and privacy of patient/medical records.

Infectious Diseases and Conditions can also be known as Communicable Diseases which can significantly threaten the health and safety of the College community. There are 4 distinct groups covered by this policy.

Group A: Highly infectious diseases and conditions which transmit person-to-person via casual contact are threats to the health and safety of the College community. Any person who is symptomatic and/or actively contagious with a known infection of a condition listed in Group A should seek immediate treatment and shall be restricted from the College. See Restricted. For purposes of this policy, they include:

- Cholera
- Diphtheria
- Meningitis (viral and bacterial)
- Measles
- Mumps
- Pertussis
- Rubella
- Rubeola
- Smallpox
- Tuberculosis

Group B: Other, less infectious diseases and conditions which transmit person-to-person via casual contact can be a threat to the health and safety of the College community. Any person who is symptomatic and/or actively contagious with a known infection of a condition listed in Group B should seek immediate treatment and – depending on the unique circumstances – may be restricted from the College. See Restricted. For purposes of this policy, they include:

- Influenza
- Mononucleosis
- Pneumonia
- Methicillin-resistant Staphylococcus aureus (MRSA)
- Norovirus
- Covid-19*
- *NOTE: asymptomatic persons are bound by this policy and restrictions.
- Hepatitis A
- Sexually-transmitted infections (STIs)
- Varicella (chicken pox)
- MPOX (formerly known as “monkeypox”)

Group C: Bloodborne pathogens which transmit person-to-person can be a threat to the health and safety of the College community. Any person who is symptomatic or actively contagious

with a known infection of a condition listed in Group C should seek immediate treatment and – depending on the unique circumstances – may be restricted from the College. See Restricted. For purposes of this policy, they include:

- Hepatitis B
- Hepatitis C
- Hepatitis D
- HIV

Any separate policy specific to bloodborne pathogens that is developed in the future will take precedence over this section and will work in tandem with this policy.

Group D: Any disease or condition identified by the Centers for Disease Control or other recognized public health agency as highly transmissible person-to-person via casual contact including illnesses which qualify as an epidemic or pandemic. Such diseases and conditions shall be addressed as directed by authorize public health authorities, and persons who are infected and/or symptomatic are subject to restrictions as appropriate. See Restricted.

Isolation separates sick people with a contagious disease from people who are not sick. Persons directed to isolate are restricted from the College. See Restricted.

Outbreak is a sudden increase in occurrences of a disease when cases are in excess of normal expectancy for [a limited] location or season – similar to epidemic. An outbreak can be declared an epidemic when the disease spreads rapidly to many people.

Pandemic is an epidemic that has spread over several countries or continents and affects many people.

Quarantine separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick. Persons directed to quarantine are restricted from the College. See Restricted.

Restricted means a person is not permitted to be physically present on campus, to participate in any in-person College-sponsored or College-affiliated activities, or to use College vehicles until they are cleared by an authorized public health official, qualified health care provider, or designated College Official. A person can be *partially* Restricted from designated College locations or activities if indicated by their unique circumstances such as a less infectious disease/condition or sufficient mitigation measures. Full Restriction or Partial Restriction details will be communicated to the person. Written verification that a restricted person has been cleared may be required. College directives regarding when a person may or may not be on campus will be the final word even if a restricted person has been cleared by another authority.

IV. Required Actions

A. By Infected persons

1. To inform the College so the appropriate steps can be taken to prevent/mitigate spread. Reports of infection should be made pursuant to Section XI below and/or updated institutional procedures.
2. To provide documentation upon request.
3. To comply with directives from the College, authorized public health official, and/or qualified health care provider.
4. To take reasonable steps to prevent transmission to any other person.
5. To notify instructors (students) and supervisor (employees) regarding any absence from class and work, providing documentation from an authorized College Official as needed or upon request for verification.

- (a) Students should make arrangements to complete course work during their absence if possible to do so given their medical circumstances.
- (b) Employees should record any sick leave or other permitted leave, and/or other workplace arrangements in accordance with Personnel policy.

B. By the College

1. To designate the person(s) to whom infectious diseases are reported for intake, case management, and documentation.
2. To gather the necessary information from infected person(s) or their representatives such as health care provider or family to determine the appropriate next steps to prevent/mitigate spread.
3. To communicate necessary directives to persons who are infected or who are known to be at risk by the disease/condition.
4. To issue Clery notifications for health emergencies; such notifications may be issued in the format and to the audience as indicated by the particular circumstances.
5. To notify the appropriate public health official in the event of an outbreak.
6. To comply with directives from an authorized public health official.
7. To protect the information and the person(s) privacy consistent with its legal obligations under HIPAA and FERPA. Medical/health information will only be shared with College Officials who have a legitimate need to know for the performance of their duties.
8. To sanitize any locations/surfaces as necessary.
9. To permit necessary absences by students upon verification that the absence is covered by this policy and to permit students to make up missed coursework without penalty as long as the student remains in contact with the instructor and is making a good faith effort to meet their academic obligations. In some cases, a student may request incomplete(s) or obtain a medical withdrawal as necessary to preserve the student's academic standing.
10. To permit necessary absences by employees upon verification that the absence is covered by this policy and to permit employees to use relevant, qualifying Personnel policies during the absence.

V. Permitted or Recommended Actions

A. By Infected persons

1. To share their personal health information with any person of their choosing.
2. To request accommodations pursuant to the ADA/504 Policy if/when their qualifying disease or condition is a disability (permanent or temporary).
3. To show ethical responsibility by disclosing their condition to persons who could be at risk of transmission.

B. By the College

1. To consult qualified medical/health professionals for general information regarding particular infectious diseases/conditions, best practices regarding treatment, mitigation of spread at the College, and additional recommendations.
2. To recommend the infected person seek treatment from a qualified health care provider.
3. To institute specific measures – including emergency measures – as necessary for prevention and mitigation of transmission.
4. To modify normal practices and procedures as appropriate college-wide or for specific college locations, departments, or individuals.
5. To close or restrict access to specific locations/buildings as necessary.
6. To close the campus until the medical crisis has passed in consultation with or as approved by the Board of Trustees.

VI. Prohibited Actions

A. By Infected persons

1. To disregard directives issued by designated College Official, authorized public health official, or qualified health care provider.
2. To engage in any act that deliberately or knowingly endangers the health of another person.
3. To be on campus or to participate in any College in-person activity while restricted.

B. By the College

1. To provide patient care and/or medical treatment. This provision does not apply to wellness care/services provided by the Nurse Managed Wellness Clinic.
2. To improperly disclose confidential health information.
3. To take adverse/punitive action against a person who is restricted on the basis of an infectious disease or condition as directed by a designated College Official, authorized public health official, or qualified health care provider. Actions authorized or sanctioned by this policy and/or other College policies are not prohibited.
4. To discriminate against a person who, on the basis of an infectious disease or condition, has a disability.

VII. Enforcement

Violations of this policy will be enforced via the Code of Student Conduct (students), Human Resources procedures (employees), and/or the Safety Risk Policy (visitors, third parties)

VIII. Other Reportable Diseases and Conditions.

If the College becomes aware of any disease or condition that is listed in COMAR 10.06.01.03, it will inquire of the infected person if that person is obtaining treatment and if the appropriate notification has been made to the appropriate public health agency. If not, the College will strongly encourage the person to seek treatment, to notify the appropriate public health agency and to comply with any directives provided by that agency.

IX. Procedures

Allegany College of Maryland shall adopt necessary procedures to implement this policy, and Allegany College of Maryland may adopt additional policies for specific compliance standards as necessary.

X. Other Provisions

Application of this document may directly or indirectly require the application of other institutional policies; nothing in this document shall be construed to prohibit the application of related policies which include, but are not limited to, the policies listed here. If the application of this document conflicts with the application of another institutional document, the College will make a good faith effort to comply with all mandates. Related policies: FERPA Policy, ADA/504 Policy, Code of Student Conduct, Safety Risk Policy, Personnel policies/procedures, Non-Discrimination, Policy, and the Willowbrook Woods Housing Guide.

XI. Administration of Policy

Responsibility for the implementation, administration, and oversight of this policy shall be determined by the scope of the particular situation.

A. Endemic

During periods when there is no public health emergency in the country, community, or campus, general responsibility applying this policy is shared by Human Resources and the Office of Student & Legal Affairs in consultation with other College Officials and/or public health officials as needed.

1. Employees who are infected with the conditions listed above shall report to the Director of Human Resources or designee.
2. Students who are infected with the conditions listed above shall report to the Dean of Student & Legal Affairs or designee.

B. Epidemic or Pandemic

During periods when a public health emergency has arisen in the country, community, or campus, the College President may assign specific persons or teams to manage the emergency in consultation with other College Officials and/or public health officials as needed.

Questions, concerns, and reports of non-compliance should be promptly reported to the Human Resources (employees) and/or Office of Student & Legal Affairs (students).

XII. Changes

Substantive changes to this policy require approval by the Board of Trustees; editorial changes, title/position changes, and/or changes to its implementation procedures may be made as required by federal or state mandate and/or institutional need with timely notice to students and employees.