

80.6 Serious Communicable Diseases

- **80-6-1 Purpose**
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- **80-6-3 Recommendations and Guidelines**
- **80-6-4 Requirement to Report Their Condition**
- **80-6-5 Performance Standards and Confidentiality**

1. Purpose. The purpose of these policies and procedures is to set forth the guidelines concerning Eastern New Mexico University-Roswell (ENMU-Roswell) employees and students with serious communicable diseases, including AIDS. ENMU-Roswell recognizes that students or employees with serious communicable diseases, including AIDS, may wish to engage in as many of their normal pursuits as their condition and ability to perform their duties allows, including attending classes or working.

2. Policy. As long as students or employees who have serious communicable diseases, including AIDS, are able to meet acceptable performance standards and medical evidence indicates that their conditions are not a threat to themselves or others, the administration of ENMU-Roswell should be sensitive to their condition and ensure that they are treated consistently and equally with other students and employees. At the same time, ENMU-Roswell has an obligation to provide a safe environment for all students and employees.

The foregoing purpose and policy are implemented by the following:

Procedures

3. Recommendations and Guidelines. ENMU-Roswell shall follow the recommendations and guidelines issued by the American College Health Association which are based on the best currently available medical information provided by the Public Health Service and the Center for Disease Control.

4. Requirement to Report Their Condition. Students or employees with a serious communicable disease are required to report the condition to their supervisor or to the Vice President for Student Affairs as appropriate. Failure to inform ENMU-Roswell may result in dismissal of the students or employees from the institution. Every precaution should be taken to ensure that a student or employee's condition does not present a health and/or safety threat to others.

5. Performance Standards and Confidentiality. The fact that students or employees have a serious communicable disease does not relieve them of the requirement to comply with performance standards as long as they enroll in classes or remain employed with ENMU-Roswell. All efforts will be made to protect the student or employee's rights to confidentiality.