



**DENMARK**  
TECHNICAL COLLEGE

AREA COMMISSION POLICY # 01.30.01.05 (2020)  
CONTAGIOUS DISEASES, INFECTIONS AND PANDEMIC

**Policy Title:** Contagious Diseases, Infections and Pandemic

**Policy Type:** Area Commission

**Policy Number:** AC Policy #01.30.01.05(2020)

**Legal Authority:** Chapter 59-53-20 of the 1976 Code of Laws of South Carolina, As Amended, The Emergency Health Powers Act, S.C. Code Ann. §44-4-100 (also referred to as the South Carolina Homeland Security Act).

**State Board Policy:**

**Approval Date:** May 27, 2020

**Responsible Office:** Office of Human Resources

**Responsible Executive:** AVP for Institutional Advancement and Effectiveness and CHRO

**Applies to:** College Community

## **POLICY STATEMENT**

It is the policy of the Denmark Technical College Area Commission that employees and students with contagious and infectious diseases may continue their active employment or enrollment in accordance with the Americans with Disability Act as long as they are able to meet acceptable academic performance standards and/or perform essential job functions and pose no potential or actual threat to the safety of themselves or others.

The College President (working with the South Carolina Department of Health and Environmental Control (SCDHEC) and the Center for Disease Control and Prevention (CDC) reserves the right to exclude a person with a contagious disease from the facilities, programs or functions if it is found that based on a medical determination, such restriction is necessary for the welfare of the person who has the disease and/or the welfare of others.

Confidentiality of information and communications relating to contagious diseases and infections will be maintained in accordance with applicable law regarding any aspect of actual or suspected contagious diseases or infectious disease situations.

The College President shall develop a response plan to address critical business needs (staffing

needs, pay, leave, closure) in the event of a contagious/infections disease or pandemic emergency.

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## **DEFINITIONS**

**Contagious disease** is an infectious disease that can be transmitted from person to person, animal to person, or insect to person. Infectious disease is a disease caused by a living organism or virus. An infectious disease may, or may not, be transmissible from person to person, animal to person, or insect to person.

**Contagious and infectious diseases include**, but are not limited to, ebola, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS), and tuberculosis. The College may choose to broaden this list at its discretion based on information received through the Centers for Disease Control and Prevention (CDC).

**Pandemic** is an epidemic of infectious disease that is spread through human populations across a large region; for instance a city, state, continent, or even worldwide. Should a pandemic occur, the College President will work in concert with local fire, rescue, and emergency medical services as well as the Department for Health and Environmental Control (DHEC) and the CDC to determine the need to evacuate/close a facility in the interest of personal safety and, if necessary, to establish any quarantine or containment protocols.

## **CONTACT(S)**

The Area Commission officially interprets this policy and is responsible for matters pertaining to this Policy as it relates to the president of Denmark Technical College.

## **PUBLICATION**

The policy will be widely distributed to the College community. To ensure timely publication and distribution thereof, the AVP for Institutional Advancement and Effectiveness and CHRO will make every effort to:

- Communicate the policy in writing, electronically, or otherwise to the College community, including current and prospective students within fourteen (14) days of approval;
- Submit this policy for inclusion in the Policy Library within fourteen (14) days of approval;
- Post the policy on the College's webpage and all other related webpages, in the student handbook, and in the College catalog; and
- Educate and train all stakeholders and appropriate audiences on the policy's content as necessary.

### **REVIEW SCHEDULE**

- Next Scheduled Review: May 27, 2022
- Approved by Area Commission: May 27, 2022
- Revision History: None
- Supersedes: N/A

### **RELATED DOCUMENTS**

*There are no related documents associated with this policy.*

### **FORMS**

*There are no forms associated with this policy.*