

Williamsburg Technical College
STATEMENT OF POLICY

SECTION C – HUMAN RESOURCES MANAGEMENT

Title CONTAGIOUS DISEASES, INFECTIONS, AND PANDEMIC 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).	Number C-28
Division of Responsibility Administration and Finance	Date 8/17/20 Page 1 of 2
Approval President _____ Commission Chair _____	Supersedes Policy No. C-29 Date 7/7/08

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

It is the policy of Williamsburg Technical College that employees and students with contagious and infectious diseases may continue their active employment or enrollment in accordance with the Americans with Disabilities 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 (working in concert with the South Carolina Department for 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.

A 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 or 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, Sever

Williamsburg Technical College

STATEMENT OF POLICY

SECTION C – HUMAN RESOURCES MANAGEMENT

Title CONTAGIOUS DISEASES, INFECTIONS, AND PANDEMIC	Number C-28	
Division of Responsibility Administration and Finance	Date 8/17/20	Page 2 of 2

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).

A 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 the facility in the interest of personal safety and if necessary, to establish any quarantine or containment protocols.

The College shall develop a response plan to address critical business needs (staffing needs, pay, leave, and closure issues) in the event of a contagious/infectious disease or pandemic emergency.

Refer to State Board for Technical and Comprehensive Education Policy 8-7-104 related to Contagious Diseases, Infections, and Pandemic.

State Board policies and procedures may also be viewed on the System Office website at www.sctechsystem.edu.