

Policy #8.24

POLICY TITLE:	COMMUNICABLE AND TRANSMISSIBLE DISEASE CONTROL	POLICY # 8.24	REVIEW DATES		
Topic Area:	HUMAN RESOURCES	ISSUED BY: Human Resources	8/1/25	5/5/26	
Applies to:	LRE EMPLOYEES				
Developed and Maintained by:	HUMAN RESOURCES		APPROVED BY: Chief Executive Officer		
Supersedes:	N/A		Effective Date: 5/17/2018	Revised Date: 8/1/25	

I. PURPOSE

To establish policy and procedure that provides equitable treatment for employees who report a communicable or transmissible disease while maintaining a safe work environment for all staff members.

II. POLICY

Lakeshore Regional Entity (LRE) is committed to providing fair and equal employment opportunities for all individuals, including those who have been exposed to communicable and/or transmissible diseases. LRE is also committed to providing a safe workplace and environment by appropriately protecting the health and well-being of all employees.

- A. LRE will not discriminate against any job applicant or employee based on the individual having a communicable disease.
- B. LRE is required by law and ethics to withhold information regarding individuals diagnosed with a serious medical condition. Such information will be limited to those who have a legitimate need to know.
- C. LRE is committed to compliance with all applicable federal, state, and local statutes and regulations.

III. APPLICABILITY AND RESPONSIBILITY

All staff members, volunteers, and interns.

IV. MONITORING AND REVIEW

Annually and as necessary to maintain an adequate and acceptable standard of compliance and oversight.

V. DEFINITIONS

- A. **Communicable Disease** – an infectious disease transmissible by direct contact with an affected individual or the individual's discharges or by indirect means (as by a vector) and that poses a threat to co-workers or others.

- B. **Transmissible Disease** – A disease not easily spread by casual contact, but which may be bloodborne, transmitted sexually or through other bodily fluids, or transmitted in other ways that poses only a limited threat to co-workers or others.
- C. **Contagious Disease** – is a subset category of transmissible diseases, which are transmitted to other persons, either by physical contact with the person suffering the disease, or by casual contact with their secretions or objects touched by them or airborne route among other routes.
- D. **Non-communicable Disease** – A medical condition or disease not caused by infectious agents and not considered transferable from person to person that poses no threat to co-workers or others.

VI. REFERENCES AND SUPPORTING DOCUMENTS

Occupational Safety and Health Act of 1970

VII. RELATED POLICIES AND PROCEDURES

LRE Procedure 8.24a Communicable and Transmissible Disease Reporting

VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party
8/1/2024	Removed Procedural Language	Human Resources