**SAMPLE COMMUNICABLE DISEASES POLICY**

**[Organization Name]**’s decisions involving persons who have communicable diseases

shall be based on current and well-informed medical judgments concerning the disease,

the risks of transmitting the illness to others, the symptoms and special circumstances

of each individual who has a communicable disease, and a careful weighing of

the identified risks and the available alternative for responding to an employee with a

communicable disease.

Communicable diseases include, but are not limited to, measles, influenza, COVID-19, viral hepatitis-

A (infectious hepatitis), viral hepatitis-B (serum hepatitis), HIV infection, AIDS,

AIDS-related complex (ARC), leprosy, severe acute respiratory syndrome (SARS), and

tuberculosis. **[Organization Name]** may choose to broaden this definition within its

best interests and in accordance with information received through the CDC.

**[Organization Name]** will not discriminate against any job applicant or employee on

the basis of the individual having a communicable disease. Applicants and employees

shall not be denied access to the workplace solely on the grounds that they have a

communicable disease. **[Organization Name]** reserves the right to exclude a person

with a communicable disease from the workplace facilities, programs, and functions if

the organization finds that, based on a medical determination, such restriction is

necessary for the welfare of the person who has the communicable disease and/or the

welfare of others within the workplace.

**[Organization Name]** will comply with all applicable statutes and regulations that

protect the privacy of persons who have a communicable disease. Every effort will be

made to ensure procedurally sufficient safeguards to maintain the personal confidence

about persons who have communicable diseases.