

	CAMPUS HEALTH, SAFETY AND CIVILITY	
SCC COMMUNITY COLLEGE	COMMUNICABLE DISEASES AND OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS	PROCEDURE 10.12.1

Adopted: August 17, 2026

I. COMMUNICABLE DISEASE

Communicable diseases that have serious effects on human health can pose a threat to the College community. The College will take reasonable measures to promote the safety of students, employees, visitors, and other members of the College community during global and local infectious disease events. “Communicable disease” means an illness caused by a specific infectious agent or its toxic products that is transmitted from an infected person, animal, or reservoir to a susceptible host, either directly or indirectly through an intermediate plant or animal host, vector, or the inanimate environment. Examples of communicable diseases include, but are not limited to, acquired immunodeficiency syndrome (AIDS), chickenpox, hepatitis, measles, tuberculosis, meningitis, mononucleosis, whooping cough, coronavirus, and other viral diseases that reach a pandemic level. For purposes of this procedure, communicable diseases that constitute a disability under the Americans with Disabilities Act will be addressed in accordance with applicable law.

The College shall not exclude individuals diagnosed with communicable diseases from participation in College programs, services, activities, or employment unless an individualized determination is made that the individual poses a direct health risk to themselves or others that cannot be reduced or eliminated through reasonable modifications or accommodations. The College shall consider the educational or employment status of an individual diagnosed with a communicable disease on a case-by-case basis.

A. Procedure

1. All information and records that identify a student or employee as having a communicable disease shall be strictly confidential and shall not be shared or disclosed to others without express permission from the student or employee.
2. Disclosure of medical information shall be made by the President, or the President’s designee, only to those with a need to know in order to protect the welfare of persons infected with a communicable disease or the welfare of other members of the College community.
3. Unauthorized disclosure of confidential student or personnel information by an employee of the College is prohibited. Violation of this prohibition may result in the suspension from, or termination of an individual’s employment with the College.

4. A person who knows or has a reasonable basis for believing that they are infected with a communicable disease is expected to seek expert advice about their health circumstances and is ethically and legally obligated to act responsibly toward other members of the College community.
5. Faculty and staff of the College and employees of contractors or contracted services who are infected with a communicable disease are urged to notify Human Resources so that the College can respond appropriately to their health needs. Students are urged to share information with the Vice President of Student Services for the same reason. Human Resources or the Vice President of Student Services will consult and coordinate with the appropriate county health department when required or permitted by law or when necessary to respond to a public health concern.
6. A person infected with a communicable disease, including AIDS, AIDS-Related Complex, or an undetectable viral load, will not be excluded from enrollment or employment or restricted in access to the College's services or facilities unless, in individual cases, the College administration determines that exclusion or other restrictions are necessary for the health and welfare of the College community.
7. Decisions that may restrict access to employment, education, programs, services, or activities shall be made on an individualized basis and in accordance with applicable law. As appropriate, the College administration, Legal Counsel for the College, the local Health Director or designee, and, when necessary, the individual's physician or another physician with expertise in managing communicable disease cases may be consulted.
8. The College provides information regarding communicable diseases, including AIDS, as appropriate.

B. Public Health Incidents

Should influenza, or any other communicable disease, reach a pandemic level, the President or the President's designee shall regularly monitor the situation by communicating with federal, state, and/or local health officials and by reviewing media sources.

Should any communicable disease reach a pandemic or epidemic level within or near the College's service area, the President, after consulting with local, state or federal health officials, may take the following actions if it is determined to be in the best interest of the College community to prevent the spread of the communicable disease:

1. Close the College or certain College buildings or programs temporarily;
2. Limit or prohibit employee travel or student field trips;
3. Prohibit individuals who are infected with a communicable disease from coming onto the College campus when such action is directed by public health officials or when the College determines, in accordance with applicable law, that the individual poses a

direct threat that cannot be eliminated or reduced through reasonable modifications or accommodations;

4. To the extent allowed by law, require or encourage employees and students to receive testing and immunizations that are not already required by the College and that help prevent the spread of a communicable disease before returning to the College campus; and
5. Take other specific actions deemed necessary for the safety of the College community.

The President or the President's designee shall not quarantine any student or employee while on campus unless the quarantine is ordered by local, state, or federal health officials. Individuals who are infected with a communicable disease that has reached a pandemic level, or who know of someone in the College community who is infected, should contact College officials immediately. Students should contact the Vice President of Student Services, and employees should contact the Human Resources Office for reporting under this procedure.

Any actions undertaken pursuant to this procedure will be in accordance with applicable federal and state laws, College policies, and in the best interest of all parties.

II. OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS

The College shall comply with applicable federal regulations and state statutes regarding bloodborne pathogens, including the Federal Register, 29 CFR § 1910.1030, and the North Carolina Administrative Code, 10A NCAC 41A. The College shall seek to limit or prevent occupational exposure of employees to blood, bodily fluids, or other potentially infectious materials that may transmit bloodborne pathogens and cause disease or death.

A. Reasonably Anticipated Occupational Exposure

An employee who could reasonably anticipate contact with blood, bodily fluids, or other potentially infectious materials as a result of performing required job duties is covered by the OSHA Bloodborne Pathogens Standard, the North Carolina Administrative Code, and this procedure. Occupational exposure includes any reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties. Voluntary assistance, such as helping a co-worker or student with a nosebleed, would not be considered reasonably anticipated occupational exposure.

B. Universal Precautions

Universal precautions will be in force at all times. All blood, body fluids, and other potentially infectious materials will be handled as if they are infectious. The College will follow the program standards for controlling potential exposure to HIV and HBV as outlined in the OSHA

Occupational Exposure to Bloodborne Pathogens Standard, 29 CFR § 1910.1030; applicable North Carolina Administrative Code provisions; and the most current standards available.

C. Testing

An employee who suspects exposure to blood or body fluid may request testing at the College's expense, provided the suspected exposure poses a significant risk of transmission as defined in the rules of the Commission for Health Services. HIV and HBV testing of a person who is the source of an exposure that poses a significant risk of transmission will be conducted in accordance with 10A NC Administrative Code 41A .0202(4) for HIV and 41A .0203(b)(3) for HBV. The College will strictly follow existing confidentiality rules and laws regarding employees with communicable diseases, including HIV or HIV-associated conditions.

D. Exposure Control Compliance

The College shall comply with OSHA Regulation 29 CFR § 1910.1030 and promote a healthy and safe environment for employees and students. The College will seek to minimize the risk of transmitting infectious diseases that are carried by blood or body fluids. To maintain compliance with OSHA Regulation 29 CFR § 1910.1030, the College will maintain an Exposure Control Plan covering the following areas:

1. Procedures;
2. Protective equipment;
3. Hepatitis vaccinations;
4. Post-exposure and follow-up care; and
5. Training.

Legal Reference: 29 CFR § 1910.1030; 10A NCAC 41A; 10A NCAC 41A .0202(4) for HIV; 10A NCAC 41A .0203(b)(3) for HBV; 1C SBCCC 200.94