

HORRY-GEORGETOWN TECHNICAL COLLEGE

POLICY

Number: 3.7.1
Title: Contagious Diseases, Infections and Pandemic
Authority: Title 59, Chapter 53, Sections 810-860 of the
1976 Code of Laws of South Carolina, as Amended
Responsibility: Vice President, Human Resources and Employee Relations

Original Approval Date: 04-08-1993
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Last Revision: 07-28-2020

Chairperson

DISCLAIMER

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.

It is the policy of Horry-Georgetown Technical College that employees with contagious diseases 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 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 of Administration's Division of State Human Resources (DHSR), South Carolina Department for Health and Environmental Control (SCDHEC), the Center for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) 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 certified 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 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, Coronavirus 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 the human population 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 DSHR, DHEC, CDC, AND OSHA, to determine the need to evacuate/close a facility in the interest of personal safety¹ 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.

¹ Reference procedure #3.7.6.1; Hazardous Weather and Emergency Leave