

## HUMAN RESOURCES

## BP 7330 COMMUNICABLE DISEASE

**References:**

Education Code Sections 87408, 87408.6, and 88021;  
California Code of Regulations Title 8 Section 5193;  
29 Code of Federal Regulations 1910.1030

The intent of this policy is to protect public health from diseases that could be transmitted via the scope/nature of the position and not to discriminate against individuals.

All applicants for positions shall affirm, via medical certificate, that they are free from communicable diseases, including but not limited to active tuberculosis, that could be transmitted via activities reasonably within the scope of the position. Employees shall not commence employment service until such medical certificate has been provided to the District.

An applicant's having a communicable disease does not automatically disqualify the applicant from employment unless it poses a significant risk to the health and safety of others and that risk cannot be eliminated through reasonable accommodation. For applicants with communicable diseases who request accommodation, the District shall make a determination as to reasonableness consistent with applicable state and federal laws and the District's Equal Employment Opportunity and Nondiscrimination policies and procedures. Also see BP/AP 3420 titled Equal Employment Opportunity and BP 3410 titled Nondiscrimination.

The District also recognizes the potential danger to certain employment groups from occupational exposure to blood-borne pathogens, and offers information, vaccinations and blood tests for such groups consistent with applicable law. Procedures governing bloodborne pathogens are as outlined in the District's Bloodborne Pathogens Plan, which is available through Environmental Health and Safety.

Also see BP/AP 5210 titled Communicable Disease (related to students) as well as AP 7336 titled Certification of Freedom from Tuberculosis.