

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION**

**STATEMENT OF POLICY**

**POLICY NUMBER:** 8-7-104

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**POLICY TITLE:** CONTAGIOUS DISEASES, INFECTIONS AND PANDEMIC

**LEGAL AUTHORITY:** Chapter 59-53-20 of the 1976 Code of Laws of South Carolina, As Amended, The Emergency Health Powers Act, S.C. Code Ann. §44-4-100 (also referred to as the South Carolina Homeland Security Act).

**DIVISION OF RESPONSIBILITY:** Human Resource Services

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**DATE APPROVED BY BOARD:** July 28, 2020

**DATE OF LAST REVISION:** July 28, 2020

**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 SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

It is the policy of the State Board for Technical and Comprehensive Education that employees and students with contagious 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 job functions and pose no potential or actual threat to the safety of themselves or others.

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The System Office/College (working in concert with the South Carolina Department of Administration's Division of State Human Resources (DSHR), 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 System Office/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 human populations across a large region; for instance a city, state, continent, or even worldwide. Should a pandemic occur, the System/College President will work in concert with local fire, rescue, and emergency medical services as well as the DSHR, DHEC, CDC and OSHA, to determine the need to evacuate/close a facility in the interest of personal safety<sup>1</sup> and, if necessary, to establish any quarantine or containment protocols.

The System Office/College shall develop a response plan to address critical business needs, (staffing needs, pay, leave and closure issues) in the event of a contagious/infections disease or pandemic emergency.

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<sup>1</sup> Reference procedure #8-3-105.1; Hazardous Weather and Emergency Leave