

University Policy: Communicable Diseases Policy

Policy Category: Safety and Risk Management

Subject: Managing the University's response to global and local infectious disease events, including the establishment and implementation of infection control guidelines designed to contain or mitigate the spread of infectious diseases.

Responsible Executive: Vice President and Chief Financial Officer

Office(s) Responsible for Review of this Policy: Risk Management, Campus Life, Human Resources, Office of the Provost, Office of General Counsel

I. SCOPE

This Policy applies to all American University faculty, staff, and students, as well as vendors, contract workers and visitors to American University facilities.

II. POLICY STATEMENT

This Policy sets forth the principles American University will follow and the reasonable measures it will take to ensure the safety of members of the university community during global and local infectious disease events. These may include implementing infection control guidelines designed to contain or mitigate the spread of infectious diseases. This Policy and any related protocols and guidelines will address testing, contact tracing, protective equipment, behavioral guidance, isolation and quarantine protocols, waste disposal, and cleaning guidance.

III. DEFINITIONS

Centers for Disease Control and Prevention (CDC): The Centers for Disease Control and Prevention, or its successor organization, is the top federal health protection agency, charged with the conducting critical science, providing health information that protects the United States against dangerous health threats, and responding when they arise.

Communicable Disease: A Communicable Disease is a highly infectious medical condition that can be transmitted from one person to another and includes, but is not limited to, measles, influenza, hepatitis, meningitis, chicken pox, Severe Acute Respiratory Syndrome (SARS), including the SARS-CoV-2 (coronavirus, COVID-19), mononucleosis, and tuberculosis. The University may choose to broaden this definition within its best interest and in accordance with information received through the CDC and District of Columbia Department of Health.

Communicable Disease Response Task Force: The Communicable Disease Response Task Force is the university body responsible for the implementation of this Policy. Its members include the Assistant Vice President of Risk, Safety and Transportation; the Vice President of Campus Life; the Vice President & General Counsel; the Assistant Vice President for Human Resources; the Deputy Provost & Dean of Faculty; and the Medical Director for the Student Health Center, supplemented, as needed, with other key university officials.

Covered Individual: A Covered Individual is any American University student or employee, including all faculty and staff members. Covered Individuals may also include vendors, service providers, contract workers, volunteers, visitors, and others who have any physical presence on University premises or who participate in University-sponsored programs.

Directives: Directives are issued by the Communicable Disease Response Task Force and are defined as the protocols, regulations, standards, and procedures that are promulgated under the authority of this policy for the purposes of containing or mitigating the spread of Communicable Diseases. Directives will be aligned and consistent with applicable orders, guidance, and recommendations issued from the DC DOH and the CDC. The failure of a Covered Individual to comply with Directives during an Infectious Disease Event may constitute misconduct and result in disciplinary action.

District of Columbia Department of Health (DC DOH): The District of Columbia's Department of Health or its successor organization, is responsible for identifying health risks, educating the public, and preventing and controlling diseases in the District of Columbia.

Infectious Disease Event: An infectious disease event is when there a significant occurrence of an infectious disease within a community, whether it be local outbreak that only affects the campus, a widespread occurrence that affects the greater region, or a pandemic that occurs worldwide, crossing international boundaries and usually affecting a large number of people.

Medical Clearance: A Medical Clearance is a written statement from a health care provider indicating that the Covered Individual is free of all symptoms of the Communicable Disease, is no longer infectious to others and may safely return to the University community without risk of transmitting the illness to other members of the University community.

University Property: University Property includes the University's campuses, including grounds and facilities, University vehicles, and all property owned or controlled by the University.

IV. POLICY

A. Response Structure

The responsibility for coordinating the implementation of this Policy shall rest with the Communicable Disease Response Task Force. The Communicable Disease Response Task Force shall issue Directives that all Covered Individuals are expected to follow during an Infectious Disease Event in order to sustain a healthy campus and safely maintain University operations. Directives are subject to frequent change with the

introduction of additional public health guidelines from local and federal authorities. Any amendments or updates to Directives will be communicated immediately through the University Policy Library website and will take effect as of the date and time of publication.

B. Campus Control

The University reserves the right to restrict access to University Property by any individual or group of individuals, including during Communicable Disease incidents. In order to minimize exposure to the Communicable Disease, this may include the temporary closure of University Property and moving classes to an alternative instructional modality.

C. Responsibilities of Covered Individuals

1. Obligation to Perform Assigned Work:

Covered Individuals are required to report to work unless they are otherwise not scheduled, have been given prior permission to work remotely, or are on approved time off. Covered Individuals with certain conditions placing them at higher risk of infection and/or complications, may be eligible to be reassigned to duties with lower risk of exposure to the Communicable Disease if indicated. Requests for job accommodations, modifications, or reassignments will be administered by the Office of Human Resources.

2. Reporting and Review Requirements:

- a) Any Covered Individual who believes they have contracted a Communicable Disease must promptly contact the Office of Human Resources to report the symptoms or illness and to provide whatever additional information is required by the University in order to comply with D.C. or federal law.
- b) Any Covered Individual who has recently travel to a region with an active Infectious Disease Event must contact Assistant Director of Risk Management for Global Safety prior to returning to University Property
- c) All Covered Individuals who know they have a Communicable Disease or who have a reasonable basis for believing that they have been exposed to a Communicable Disease have an obligation to conduct themselves responsibly for their own protection and the protection of others. Covered Individuals with a confirmed diagnosis of a Communicable Disease or a suspected exposure to a Communicable Disease must not knowingly engage in any activity that creates a material risk of transmission to others.

3. Personal Conduct:

Covered Individuals are required to comply with Directives that may impose restrictions on or modifications of employment or academic duties and related activities, as well as access to facilities or programs as a

result of a Communicable Disease. Such Directives may include, among other things, changes in job functions, location, or work schedule; training requirements, physical distancing requirements, quarantine and self-isolation requirements, and the utilization of face coverings or other personal protective equipment.

D. Health Screenings

1. During certain Infectious Disease Events some or all Covered Individuals may be required to undergo mandatory health screenings and/or health status reporting on a regular basis. Such provisions will be activated by a Directive issued by Communicable Disease Response Task Force and will be based on medical guidance including recommendations from federal and local public health authorities.
2. Confidentiality: The University recognizes the importance of protecting, the confidentiality and privacy interests of all persons suspected of having, or who have, a Communicable Disease. The University will disclose sensitive medical information of Covered Individuals no further than is necessary to ensure the health and safety of all members of the University community, and in a manner consistent with applicable law.

V. EFFECTIVE DATE AND REVISIONS:

This Policy is effective July 1, 2020.