

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5200 Communicable Diseases - Staff
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Through its overall safety program and various policies pertaining to school personnel, the Chavez/Huerta K-12 Academy, CHPA, shall seek to ensure the safety of employees during working hours and assist them in the maintenance of good health. CHPA shall encourage all its employees to maintain good health and practice good health habits. Under the following circumstances, CHPA may require physical examinations of its employees or applicants for employment. CHPA shall pay for all such physical examinations. Results of such physical examinations shall be maintained in separate medical files and not in the employee's personnel file and may be released only in limited circumstances.

Special examinations

CHPA recognizes that an individual's medical diagnosis is privileged information between the patient and medical professionals. However, whenever a staff member's medical condition is such that it interferes with the ability to perform required duties or there is an unacceptable risk to the health and safety of the employee or others, CHPA shall take necessary steps to evaluate the employee's condition and make appropriate employment decisions.

The President/Chief Executive Officer or designee may request physical examinations and/or mental health examinations of any employee at any time to determine if the employee has a physical and/or mental condition, disease, or illness which may interfere with the employee's ability to perform required duties or which may pose an unacceptable risk to the health, safety, or welfare of the employee or others. CHPA shall select the medical professional to conduct such examination and shall pay the costs associated with such examination.

Readily-transmitted communicable diseases

An employee with an acute, common communicable disease shall not report to work during the period of time when contagious/infectious. CHPA reserves the right to require a physician's statement prior to the employee's return to work.

An employee diagnosed with a serious, readily-transmissible disease or condition (i.e. tuberculosis, etc.) shall be encouraged to report the existence of the condition or illness in case there are precautions that must be taken to protect the health of others.

Mandatory Vaccinations

CHPA reserves the right to mandate vaccinations as a condition of employment to ensure the safety of all students, staff and the CHPA community. In accordance with our local, state and federal health authorities, it is CHPA's duty to provide and maintain a workplace that is free of known hazards. This policy is to safeguard the health of our employees and their families; our customers and visitors; and the community at large from infectious diseases that may be reduced by vaccinations. This policy complies with all applicable laws and is based on guidance from the Pueblo Department of Public Health & Environment (PDPHE), the Colorado Department of Public Health & Environment (CDPHE), and the Centers for Disease Control (CDC) and is subject to applicable "exemption" standards which may impact employment at CHPA with the approval of the Board of Directors before this mandate is exercised.

Blood-Borne Communicable Disease

An employee who becomes aware of personal infection with a long-term communicable disease (HIV, Hepatitis C, Lyme Disease, etc.), which although life-threatening poses little risk of transmission in a school setting, is encouraged to report to a school administrator or department head the diagnosis of the infection. CHPA shall treat these employees in a fair, nondiscriminatory and confidential manner consistent with CHPA's legal obligations. Federal and state law mandates, pursuant to provisions protecting persons with disabilities that such employees shall not be discriminated against on the basis of their disabilities and that some reasonable accommodations shall be made to enable qualified individuals with disabilities to continue working.

Confidentiality

In all instances, CHPA personnel shall respect the individual's right to privacy and treat any information regarding the medical condition or medical history of an employee or applicant as confidential information. The President/Chief Executive Officer shall develop procedures to ensure that all medical information will be held in strict confidence. Any school staff member who violates confidentiality shall be subject to appropriate discipline.

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