



Medina County Policy Manual



Policy: Contagious Disease Exposure	Section: Health & Safety	Number: 6.000
Issued: 09/17/07	Reviewed/Revised:	Page #: 1 of 2

Medina County recognizes that contagious diseases such as Acquired Immune Deficiency Syndrome (AIDS), tuberculosis, and hepatitis pose significant medical, social, and legal concerns. In response to these growing concerns, Medina County has adopted the following policy:

- A. Medina County prohibits employment discrimination against any employee afflicted with a contagious disease. Employees are required to report any exposure to a contagious disease which might pose a direct threat to health and safety in the workplace. The determination of whether an employee, diagnosed as having a contagious disease, is to be permitted to continue their employment in a capacity that involves contact with the public, residents, or other employees shall be made by the County Administrator/Director Human Resources on a case-by-case basis in consultation with the County Prosecutor's office and the employee's treating physician, the employee, and their representative.
- B. In making such a determination, the County shall consider: (1) the recommendation of the individuals identified in Section A; (2) the physical condition of the employee; (3) whether the nature and extent of the disease precludes or impairs satisfactory job performance; (4) the probabilities that the disease will be transmitted to others in the normal work setting; and (5) the potential health risk to the afflicted employee. Pending such a determination, the employee will be permitted to continue working in their current position unless it is determined by the County that the employee poses an immediate threat or danger to others.
- C. Any of the following actions may be taken by Medina County: (1) assign the employee to return to their regular place of employment; (2) assign the employee to a modified work assignment where such accommodation is reasonable, or (3) place the employee on a leave of absence, sick leave with pay, or recommend disability leave or separation.
- D. The employee will receive written notice of the County's determination. The employee may, at any time, request a reconsideration of the County's determination, provided that such a request is accompanied by medical evidence of an improvement in the employee's physical condition.

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- E. An employee concerned about being infected with a contagious disease while in the workplace should convey this concern to his/her department head. Any employee who refuses to work with or perform services for a person known or suspected to have a contagious disease after being provided with the necessary preventive measures may be subject to discipline, up to and including discharge.
1. Protective measures reduce the risk of exposure to the employee. The type of protective barrier will be appropriate to the type of exposure anticipated. Examples of protective measures include handwashing, gloves, gowns, masks, and protective eyewear.
 2. General housekeeping practices are to be observed where environmental surfaces may have become contaminated. These are to be cleaned and disinfected after completion of the employee's daily work activities with disposable toweling and a suitable chemical germicide that is approved for use as a disinfectant.
- F. The medical records of all employees shall remain confidential, to the extent permitted by law.
- G. The identity of the infected employee shall not be revealed to the general public unless otherwise required by law.
- H. Employees who are at risk of exposure to blood-borne or contagious diseases will follow a system of "universal precautions" (refer to Policy, [*Definitions, 1.050*](#)) to limit the spread of infection in the workplace. Supervisors will instruct employees about any special precautions necessary in individual work areas.