

Contagious Disease Policy

This policy supersedes any and all previous policies on contagious or communicable diseases.

Policy

It is the goal of Town of Lochbuie, during any period of quarantine or infectious disease outbreak, to operate effectively and ensure that all essential services are continuously provided and that employees are safe within the workplace.

Town of Lochbuie reserves the right to exclude any person with a contagious disease from all facilities, programs and functions if Town of Lochbuie makes a determination that the restriction is in the best interests of the organization.

Persons shall not be so excluded solely on the basis that they have a contagious disease. Factors that will also be considered in determining whether to exclude persons with communicable diseases include whether the disease is contagious in ordinary public association, the nature of the disease, including the typical risks to other persons in good health, the public health situation in the region, the nature of the person's employment or (if applicable) clinical, cooperative or service learning placement, and whether Town of Lochbuie is required by law to exclude persons with the disease.

Town of Lochbuie reserves the right to require a written statement from a person's physician indicating that the person is no longer contagious.

Employee Responsibility

Employees are encouraged to engage in good hygiene practices while at work, especially hand washing with soap and water or, if water is not available, using alcohol-based disposable hand wipes or gel sanitizers. Employees are also encouraged to participate in the Town of Lochbuie Wellness Program - which provides annual influenza shots for all employees.

Each employee has a responsibility to prevent the spread of communicable diseases when they are aware or suspect that they are or could be asymptomatic of a communicable disease. Awareness is showing or feeling signs of illness, such as coughing, sneezing, fever, joint aches, overall ill feeling (malaise) or a report of a communicable disease from a health care provider.

Awareness also includes known exposure to someone with a known or suspected communicable disease.

Good judgment skills by all employees are critical in safeguarding the health of the public, co-workers, contractors and others.

Employee Requirements

Employees must adhere to the recommendations issued by the CDC (Center for Disease Control) for specific illnesses and diseases. In addition, employees are required to reduce the spread of communicable diseases in the workplace by the following minimum actions:

- Stay home if you have or suspect you have a communicable disease. If you become ill due to a communicable disease, return to work only after 24 hours of being symptom free.
- Employees who are well but who have an ill family member may continue to report to the workplace. They must monitor their health on a daily basis to ensure they remain free of the communicable disease.
- Employees must practice proper hygiene in the workplace by covering their mouth and nose when coughing or sneezing with a tissue or handkerchief. If this is not possible, then the armpit or hand can be used for coughs and sneezes, with immediate hand washing or sanitizing of hands.
- Employees should avoid touching their eyes, nose or mouth. If not possible, wash hands frequently.
- Employees should avoid close contact with sick people encountered in the workplace when possible. If unavoidable due to job responsibilities, proper personal protective equipment should be worn or immediate hand washing or other proactive actions as necessary. More information can be provided regarding protective equipment by speaking to the Safety Officer.