



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

**POLICY: Contagious Diseases, Infections, and Pandemic
Number: 5.1.7**

Responsibility: Human Resources
Last Updated: February 21, 2023
State Policy/Law: SBTCE Policy 8-7-104: Contagious Diseases, Infections, and
Pandemic

Commission Chair

President

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 OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE 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.

The Technical College of the Lowcountry allows employees and students with contagious and infectious diseases to continue their active employment or enrollment in accordance with the Americans with Disability Act (ADA) 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.

The 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 College facilities, programs, or functions if it is found that, based on a certified medical determinations, 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, covid-19, and tuberculosis. The 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 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 and, if necessary, to establish any quarantine or

containment protocols. The College shall develop a response plan to address critical business needs, staffing, pay, leave and closure issues in the event of a contagious/infectious disease or pandemic emergency.