



Ohio Administrative Code Rule 3357:15-14-16 Bloodborne pathogens.

Effective: June 25, 2017

Stark state college promotes the rights of persons with communicable diseases to education and employment, while providing a safe and healthy environment for the college's students and employees. The college will make all reasonable accommodations to persons infected with hepatitis B virus (HBV), hepatitis C virus (HCV), , and human immunodeficiency virus (HIV) and to employ, continue to employ, and/or enroll persons so infected. As appropriate, faculty and staff will be provided training and/or information regarding bloodborne pathogens, universal precautions, and work practice controls.

The college affords a broad range of academic opportunities in diverse healthcare fields. Instruction in some healthcare fields may require communicable disease precautions against exposure to blood or body fluids, as individuals participating in some program training activities may have a risk of exposure to blood or other potentially infectious materials.

Action will be guided by the most recent medical evidence, the federal regulations of the Rehabilitation Act, state law, guidelines from the centers for disease control and prevention (CDC), the public health services, the american college health association, and the state of Ohio department of health.

The college will not routinely screen all members of the college community for communicable diseases unless and until required to do so by law because communicable diseases may have different modes of transmission and should be evaluated on an individual basis.

The Federal Rehabilitation Act of 1973 prohibits discrimination against qualified individuals by employers and those who provide services with the assistance of federal funding. Under federal law, the college, as an employer and a provider of educational services, must make reasonable accommodations for handicapped individuals, including those with communicable diseases.

The college maintains standards of confidentiality regarding medical information about students or



employees that are protected by the Family Educational Rights and Privacy Act of 1974 (FERPA). The act requires that no specific or detailed information concerning symptoms or diagnoses be provided to staff, administrators, or family members without the express written permission of the student/employee. Only individuals at the college with a legitimate need to know will have knowledge of the existence of students and/or employees with communicable diseases.