

Communicable Disease Policy

To help ensure safe use by all members of the West Branch community including those most at risk from communicable diseases, (e.g., infants, elderly), the library must make reasonable efforts to ensure the health of its visitors and staff. It is the purpose of this policy to reasonably ensure the assumed good health of staff on duty in the library. The library's decisions involving persons who have communicable diseases shall be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has a communicable disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with a communicable disease.

When available, vaccinations are strongly encouraged.

Communicable diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS), including the SARS-CoV-2 (coronavirus) and tuberculosis. The library may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC). The library will not discriminate against any job applicant or employee based on the individual having a communicable disease.

Until otherwise instructed employees are expected to be "asymptomatic" without aid from medication for 3 days before coming back to work for any sickness or illness. If during that time frame work can be done at home, telework may be approved per the Telecommuting policy, otherwise, sick time may be used for absences of full time employees. Arrangements may be made with supervisory approval for short visits to your work site to obtain work materials or equipment.

Where quarantine is medically imposed due to exposure, the employee will be paid regular pay and not have sick or vacation balances reduced during the time of required quarantine. This applies whether quarantine is required due to work or non-work related exposure. Continuance of paid compensation during quarantine will continue until the medically required period of quarantine ends.

The library recognizes the importance of protecting the confidentiality and privacy interests of all persons who have or may have a communicable illness. The library will disclose sensitive information no further than necessary to ensure the health and safety of the members of the community and in a manner consistent with applicable law.

If insufficient staffing is available due to communicable disease illnesses, the library director may choose to close the library for the period of time needed to ensure public safety.

Adopted 9/20