



Communicable Disease Policy

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I. Purpose

To educate and reinforce the importance of preventing or minimizing the spread of communicable disease by UCP employees.

II. Definition

A communicable disease, also known as infectious disease or transmissible disease is one that is spread from one person to another through a variety of ways that include: contact with blood or bodily fluids; breathing in an airborne virus; or being bitten by an insect.

III. Policy

No facility shall knowingly employ or otherwise permit any person to serve therein, in any capacity, if such person has a communicable or contagious disease that would threaten the health and safety of others, unless Standard Precautions reduce or eliminate exposure or risk. Please refer to specific departmental policies for additional reporting requirements as applicable.

UCP employees should understand the importance of self-care, as well as seeking appropriate medical care if they acquire an illness that may jeopardize the health and safety of others, such as UCP clients and other employees. Employees who contract communicable disease should take precautions to ensure that they do not expose clients and other employees to the illness.

Employees who feel ill or symptomatic should follow all appropriate precautions including those outlined in UCP's Exposure Control Plan, including but not limited to: frequent hand washing/sanitizing, and wearing appropriate personal protective equipment such as gloves and masks to avoid the spread of germs.

In some situations, employees may need to refrain from working scheduled shifts until they are no longer infectious. Below are examples of diseases that may require missed time from work and considerations of when an employee may return to work. In all situations, employees are required to communicate with their supervisor to determine the appropriate course of action.

Examples of potential communicable diseases and associated work status.

DISEASE	WORK STATUS
IMPETIGO (GROUP A STREP)	Off until 24 hours of antibiotic treatment
STREP THROAT (GROUP A STREP)	Off until 24 hours of antibiotic treatment & no fever
SHINGLES (HERPES ZOSTER)	Off until lesions dried-usually 6-14 days
CHICKENPOX (VARICELLA ZOSTER)	Off until lesions dried-usually 5-7 days
HEPATITIS A, B, C	Release from Primary Care Provider to return to work
HEADLICE	Off until treatment (1 day)
SCABIES	Off until treatment (1 day)
RINGWORM	If lesion cannot be covered; off until after treatment has begun and lesion has started to shrink
BACTERIAL CONJUNCTIVITIS	Off until 24 hours after antibiotic treatment
INFLUENZA / UPPER RESPIRATORY ILLNESS	Off per Primary Care Provider recommendation and minimum 24 hours without fever
HIV/AIDS	At Primary Care Provider discretion
MRSA (INFECTED)	Off until cultures are negative (colonized), Primary Care Provider release required or until open draining wound that cannot be covered or contained is healed.
KNOWN MRSA (COLONIZED)	Primary Care Provider release required



 Scott Tash, CEO

10/15/2020

 Date