



## Communicable Disease Policy

This policy sets forth the principles Rochambeau, the French International School (Rochambeau), will follow to protect students and staff, whenever possible, from exposure to certain communicable illnesses. The school reports outbreaks of communicable disease to the Maryland Department of Health in accordance with regulations. It is the policy of Rochambeau to review, evaluate, and respond on an individual case-by-case basis, when possible, to any known, suspected, or confirmed instances of certain communicable illnesses among members of the Rochambeau community which may be transmitted in a normal business or academic setting. Such individual review, evaluation, and response will take into consideration applicable federal and state laws; the recommendations of the Centers for Disease Control, Maryland Department of Health, and various professional associations; and Rochambeau's commitment to the protection, to the extent possible, of both public health and individual rights.

All members of the Rochambeau community will be evaluated on a case-by-case basis, when possible, to determine what if any restrictions apply, given the type of illness, the individual's health status, and the nature of work or work setting, among other relevant factors. In the setting of a large epidemic or pandemic, case-by-case evaluation may not be possible and broad restrictions may be implemented.

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### Rochambeau's Responsibilities to Staff and Students

Rochambeau will address issues involving communicable illnesses in a sensitive and responsible manner, with concern for the rights and welfare of students and staff.

1. **Communicable Illness Screenings.** Any member of the Rochambeau community who is suspected of having a communicable illness that may be transmitted in a business or academic setting may be prohibited from coming on campus until cleared by a healthcare professional. During certain communicable disease outbreaks such as a large epidemic or pandemic, Rochambeau will first and foremost act to safeguard the Rochambeau community taking into account the advice from public health agencies.
2. **Medical Care.** Individuals with suspected or confirmed communicable illnesses are encouraged to seek proper medical care, counseling, and education. Staff and students should look primarily to their personal physician for appropriate medical care and counseling. Any Rochambeau employee or student with a suspected or confirmed



communicable illness who is experiencing difficulty in obtaining expert medical care and counseling is encouraged to seek assistance from Health Services or Human Resources. At any time, Rochambeau may require an individual to be assessed by a Rochambeau-appointed physician to determine fitness for duty.

3. **Confidentiality.** Rochambeau recognizes the importance of protecting, to the greatest extent possible, the confidentiality and privacy interests of all employees and students suspected of having or who have a communicable illness. Accordingly, such information should be handled with the same degree of care and sensitivity as is accorded to other types of highly confidential medical information and, if applicable, in compliance with HIPAA. Rochambeau will disclose sensitive medical information of employees and students no further than is necessary to ensure the health and safety of Rochambeau employees and students and in a manner consistent with applicable law. Appropriate licensed medical staff (to include a Rochambeau-appointed physician or the employee's physician) will be solely responsible for assessing an employee's relevant clinical information to determine fitness for duty or identify relevant work restrictions. Only the results of this assessment of fitness for duty will be shared confidentially with Human Resources when needed to manage employment and work-related issues.
4. **Reporting and Review Requirements for Certain Communicable Illnesses.** Staff and students who know they have a communicable illness or who have a reasonable basis for believing that they have a communicable illness have an obligation to conduct themselves responsibly for their own protection and the protection of other members of the Rochambeau community. Staff members with communicable illnesses must not knowingly engage in any activity that creates a material risk of transmission to others. Decisions regarding restrictions on or modifications of employment as a result of a communicable illness will be made on a case-by-case basis, when possible, depending on the type and nature of the communicable illness, the nature of work or work setting, and the risk to the health of the individual or others. Such restrictions or modifications may include, among other things, changes in job functions, location, or work schedule, and/or removing the individual from the work setting. Rochambeau shall make efforts to implement such decisions as discreetly and confidentially as possible, with as little harm as possible to the person, his/her career, and his/her standing in the community. Health Services with the Executive Director or the Director's designee and Human Resources, will establish guidelines which govern reporting, screening, treatment and safety protocols and return-to-work standards for specific communicable illnesses. All members of the Rochambeau community must comply with these provisions.



5. **Pay During Periods of Illness or Quarantine.** Certain communicable illnesses may require a period of time away from the workplace in order to protect the health of others. An employee who has a communicable disease, as determined by medical certification, may elect to utilize sick leave, vacation leave, or leave without pay benefits in accordance with normal policies and/or family and medical leave policies.

Rochambeau reserves the right to interpret, change, modify, amend or rescind this policy, in whole or in part, at any time without the consent of employees.

*Policy created 03/02/2020*