

Destinations Career Academy of Georgia (GADCA) Infectious Disease Policy

Adopted On: 10/25/2022 Last Reviewed On: 03/25/2024

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The Board of GADCA adopts the following policy, effective on the date of adoption by the Board.

(1) Purpose of Policy.

(a) The Governing Board intends to ensure that no individual has potentially harmful exposure to infection or diseases.

(2) Definitions.

(a) Infectious Disease: an illness due to an infectious agent, or its toxic products, which is transmitted directly or indirectly to a person from an infected person or animal.

(b) Centers For Disease Control and Prevention (CDC) – a major operating component of the United States Department of Health and Human Services with responsibilities at the national level for monitoring health, detecting and investigating health problems.

(c) Communicable disease: a disease that can be directly or indirectly transmitted from one person to another.

(d) HIV infection: an infection in which the human immuno-deficiency virus is present.

(e) Personal Protective Equipment (PPE)-any type of face mask, glove, or clothing that acts as a barrier between infectious materials and the skin, mouth, nose, or eyes.

(f) Standard Precautions-a set of precautions designed to prevent the transmission of infectious diseases which include, but not limited to, hand washing procedures, use of protective gloves, and directives on covering the mouth and nose when coughing or sneezing.

(g) Tasks With Exposure Potential- tasks associated with the evaluation and treatment of students with actual or potential infections.

(h) Family Educational Rights and Privacy Act (FERPA)-Federal legislation applicable to all educational institutions receiving Federal Funds that protects the privacy of students' personally identifiable information

(3) Protections.

(a) No student shall be denied access to nor shall an otherwise qualified individual be denied employment in the educational programs of the School solely because he or she is infected with a communicable disease.

(b) A student or employee who is infected with a communicable disease will remain in his or her educational or employment setting unless he or she presents a significant risk of contagion as determined by the School after consultation with the student's or employee's physician, public health official knowledgeable about the disease if in the judgment of the Principal it is necessary to consult a private physician.

(c) After consultation with public health officials and once the student or employee's medical condition has been determined, the Principal or his or her designee shall determine whether reasonable accommodations will allow the student to return to his/her original or an alternate education setting or will allow an employee to perform the essential functions of his/her job without undue financial hardship or administrative burdens.

The student or employee will be excluded only if it is determined that, after consultation with public health officials, the communicable disease is of such a nature or at a state that the individual may pose a significant risk to others and should not remain in the educational setting.

In the event of a suspected or confirmed case of communicable disease, the school will provide personal protective equipment and undertake all standard and necessary precautions based on CDC recommendations and guidelines, as appropriate.

(4) Prevention of Transmission.

(a) Annually, the principal shall ensure that employees have access to information, education, or training related to infectious disease, including transmission, risk education, and standard precautions based on CDC guidelines or recommendations. Employees and families shall have an opportunity to review this policy annually.

(b) Education and policy review shall include procedures to reduce the risk of transmitting HIV infection as well as other communicable diseases, including precautions to be taken in handling bodily fluids and blood whenever necessary. Handling blood and body fluids shall be in a manner consistent with the Center for Disease Control's Universal Precautions for Handling Blood and Body Fluids.

Identification of Potential Risks.

(a) Whether or not an infected individual presents a significant risk of contagion shall be determined based upon reasonable medical judgment given the state of medical knowledge about:

- The nature of the risk; i.e., how long the disease is transmitted;
- The duration of the risk; i.e., how long the carrier is infectious;
- The severity of the risk; i.e., the degree of potential harm to third parties; and
- The probability that the disease will be transmitted and will cause varying degrees of harm.

(b) Once the student's or employee's medical condition has been determined, the (Principal or other title) shall consult with the student's or employee's physician, a public health official knowledgeable about the disease.

(c) If an accommodation that does not impose undue financial hardship or administrative burdens can be made, then neither student nor employee shall be denied the right to participate in School programs or to be employed by the School.

(d) In order that the Head of School may have time to obtain a reasonable medical judgment concerning the student or employee who is infected by a contagious disease, the Principal is authorized to remove the infected student or employee from School programs or employment for a period not to exceed ten days during which time the School shall make a decision as to whether the student or employee can be accommodated and does not pose a significant risk to others. *Operational decisions related to employees or students infected with communicable diseases must be made in conjunction with a school nurse, state or local public health officials, health care professionals, and the administrator of the state charter school* The student or employee shall be excluded only if the Head of School determines after consultation as provided above that the communicable disease is of such nature or at a stage that the individual should not be in an educational setting.

(5) Privacy Rights.

(a) Neither the School nor its employees shall disclose medical information about a student or employee with HIV infection or other communicable disease without the consent of the employee or the student or his or her parent or guardian, whichever is applicable or only as required by law or court order.

References:

160-1-3-.03 INFECTIOUS DISEASES

O.C.G.A § 20-2-240