

Downey Unified School District

ADMINISTRATION

EMPLOYEES WITH INFECTIOUS DISEASES

AR 7610

Employees are responsible for informing the District as soon as possible regarding any infectious disease which may create a physical or mental disability.

If the employee is unable to perform his/her job responsibilities because of illness or because the employee's illness endangers his/her health or safety or the health or safety of others, the District will make reasonable effort to accommodate the needs of the employee.

When informed that an employee has a disabling infectious disease, the Superintendent or designee will request that the employee sign a release form to provide confidential medical information and records.

In determining a reasonable accommodation of the employee's condition, the Superintendent or designee may consult with public health officials or physicians with expertise in the diagnosis and treatment of infectious disease. The Superintendent or designee may also communicate with the employee's physician regarding the employee's ability to perform the essential requirements of the job with reasonable accommodation and without posing significant health or safety risks to the employee or others.

The Superintendent or designee shall prepare a confidential report which includes his/her recommendation and the medical information upon which it is based. These recommendations shall take into consideration:

1. The nature of the disease and the probability of its being transmitted, including the duration and severity of the risk.
2. The physical condition of the employee, including diagnosis, treatment, and prognosis of the condition.
3. The actual requirements of the employee's job and the expected type of interaction with others in the school setting.

This report shall be forwarded to the Board of Education for confidential review and action.

The job assignment of an employee with a disabling infectious disease shall be reevaluated whenever there is a change in medical knowledge or in the employee's medical regimen or health which might affect his/her assignment.

The Board and the Superintendent or designee shall ensure that employee rights to confidentiality are strictly observed.