

Clean Acres Recovery Housing

Communicable Disease Policy

- A.** Clean Acres/New Housing Ohio will not discriminate against any person in providing services, nor in employment, because a person has, or is perceived to be infected with the HIV virus, has developed AIDS, or is afflicted with any other communicable disease that is protected by the Ohio Fair Employment Practice Law or the Americans with Disabilities Act (ADA).
- B.** An employee with an infectious disease will not be precluded from continuing work because of a disease as long as the employee continues to perform the essential duties and responsibilities of his/her position [either with or without a reasonable accommodation for diseases covered by the Ohio Fair Employment Practice Law or the (ADA)], and without undue risk to the employee's own health, or to those of fellow employees, consumers or members of the general public. An employee who is afflicted with HIV, AIDS or other disease protected by the Ohio Fair Employment Practice Law or the ADA may request a reasonable accommodation to assist in performing required essential job duties. The Executive Office shall consider such accommodation, and shall make any that s/he determines to be reasonable. The Executive Office shall not make any accommodation that creates an undue hardship upon New Housing Ohio
- C.** An employee with AIDS, HIV or other communicable disease, who because of such illness is unable to work, may utilize any earned, unused Paid Time Off. Should the employee use all available Paid Time Off, the employee may be placed on unpaid leave. The employee may also be eligible for a disability separation, when the employee is unable to perform the duties of his/her position [either with, or without a reasonable accommodation for diseases covered by the Ohio Fair Employment Practice Law or the ADA].
- D.** An employee, diagnosed with a contagious disease, is required to so notify the Executive Office, immediately upon learning of the diagnosis. The Executive Office may review with the employee this policy, Paid Time Off benefits, and possible reasonable accommodation. The employee may be requested to provide a medical statement from the employee's physician to specify and document any job restrictions or other matters that will assist in handling the situation in a lawful, appropriate manner.
- E.** An employee, concerned about becoming infected with a serious disease by a co-worker, consumer or other person, should convey this to the Executive Office. An employee who refuses to work with or perform services for a person known or suspected to have a serious disease without first discussing this concern with the Executive Office may be subject to disciplinary action. Where there is little or no evidence of risk of infection to the concerned employee, the employee's continued refusal, after consultation with the Executive Office, may also result in disciplinary action, up to and including discharge.
- F.** The medical condition and records of employees, consumers and others afflicted with HIV, AIDS or other communicable diseases shall be confidential and shared with other employees only on a need-to-know basis as it relates to carrying-out official

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Clean Acres/New Housing Ohio business and for determining whether or not the employee or consumer poses a threat of contagion. Clean Acres/New Housing Ohio discourages employees from discussing, providing information, gossiping, or provoking discussion of any employee's medical condition. Such matters are private and may not be discussed in the workplace, except as such discussion relates to conducting official management responsibilities.

- G.** All persons with a communicable disease will be managed on a case by case basis. The safety and concern of the individual and other residents will be taken into consideration as to determine process by which the incident is handled. A resident that is suspected to have a communicable disease that can be transmitted by air, object or through casual contact will be taken to nearest physician, urgent care center, or emergency room. Determination of a resident's return to Clean Acres will be determined after careful review by the House Manager and discussion with physician care staff. A resident may not return to community living without written release by physician care staff.
- H.** The Policy shall be implemented for communicable diseases commonly found and which can be transmitted by air, object or through casual contact. Examples of these communicable diseases are, but not limited to: Chicken Pox - Varicella Rubella - 3-day measles Rubella - 9-day measles Meningitis - viral and bacterial Hepatitis, Tuberculosis (TB) Severe Adult Respiratory Syndrome (SARS), MRSA. The scope of this policy shall also include other communicable diseases that pose risks similar to the diseases listed above and which would put the community at risk. It is up to the discretion of Clean Acres/New Housing Ohio of how to proceed in each individual circumstance. The desire is to prevent the introduction, transmission, or spread of communicable diseases and to take all measures necessary to ensure the safety of all persons residing at Clean Acres.

Prevention of HEP-C:

- The most effective means of preventing hepatitis C is to avoid contact with human blood. Do not inject illegal drugs and do not share toothbrushes, razors or other items that might have blood on them.

Prevention of HIV:

- HIV is spread through contact with the blood, semen, pre-seminal fluid, vaginal fluids, rectal fluids, or breast milk from a person infected with HIV.
- In the United States, HIV is spread mainly by having sex or sharing injection drug equipment, such as needles, with someone who has HIV.
- To reduce the risk of HIV infection, use condoms correctly with vaginal, oral, or anal sex. If injection of medication is necessary, use only sterile injection equipment and water and never share equipment with others.

Prevention of MRSA:

- Wash hands, keep wounds covered, keep personal items personal, shower after physical exercise and sanitize linens. Contaminated surfaces and laundry items should be properly disinfected.