

EMPLOYEE LIFE-THREATENING/COMMUNICABLE DISEASE POLICY

The Pulaski School District recognizes that employees with life-threatening illnesses may wish to continue to work.

As long as these employees are able to meet acceptable performance standards, and medical evidence indicates that their conditions are not a threat to themselves or others, supervisors should ensure that they are treated consistently with other employees.

At the same time, the Pulaski District seeks to provide a safe work environment for all employees and students. Therefore, precautions should be taken to ensure that an employee's condition does not present a health and/or safety threat to co-workers.

Consistent with this concern for employees with life-threatening illness, the Pulaski District offers the following range of resources:

- Management and employee education on terminal disease and specific life-threatening illnesses.
- Referral to agencies and organizations which offer supportive services.
- Benefit consultation to assist employees in effectively managing health, leave and other benefits.

Guidelines

When dealing with situations involving employees with life-threatening/communicable diseases, the district will:

1. Remember that an employee's health condition is personal and confidential, and reasonable precautions should be taken to protect information regarding an employee's health condition.
2. Disseminate educational materials to appropriate individuals who need information about terminal or life-threatening/communicable diseases.
3. Contact medical authorities to determine the contagious nature of an employee's illness or if further guidance in managing a specific situation is necessary.
4. If warranted, make reasonable accommodations for employees with life-threatening/communicable diseases consistent with district policy.
5. Make a reasonable attempt to transfer employees with life-threatening/communicable diseases who request a transfer and are experiencing undue emotional stress.
6. Be sensitive and responsive to co-workers' concerns, and emphasize employee education.
7. Be sensitive to the fact that continued employment for an employee with a life-threatening/communicable disease may sometimes be therapeutically important in the remission or recovery process, or may help to prolong that employee's life.
8. Encourage employees to seek assistance from established community support groups for medical treatment and counseling services.

9. The administration may require a physician's statement about an employee's suitability to work when such person has been suspected of or diagnosed as having a life-threatening/communicable disease.

During the decision process the employee may be temporarily excluded from work, according to district policy, until the appropriate time of his/her return can be determined.

Legal Reference: Sections 103.15 Wisconsin Statutes
 111.34
 118.195
 118.20
 118.25
 121.02(1)(b)
 146.025
 146.82

Policy Adopted: October 28, 1987
Policy Revised: June 19, 2019