I. Newly hired employees

A. Prior to employment, new employees of the Rio Hondo Community College District are required to provide the District with a medical certificate indicating freedom from or vaccination against any communicable disease, including, but not limited to, active tuberculosis and COVID-19, unfitting the applicant to instruct or associate with students and employees.

B. For successful applicants for employment:

1. A medical certificate is required showing that the applicant is free from any communicable disease, including, but not limited to, active tuberculosis
2. The medical certificate shall be submitted by a physician as authorized by code
3. The medical examination is conducted not more than six months before the submission of the certificate and is at the expense of the applicant
4. A contract of employment may be offered to an applicant subject to the submission of the required medical certificate
5. The medical certificate becomes a part of the personnel record of the employee and is open to the employee or his/her/their designee

II. Vaccine and Immunization Plan

A. Epidemics and pandemics have their own unique set of circumstances requiring a tailored response from the District to effectively respond to the health crisis. In the event the District requires employees to be vaccinated as a condition of employment (such as in the case of COVID-19), the District will develop a Vaccination and Immunization Plan. The Vaccination and Immunization Plan will contain the following and will be published on the College website:

1. A section outlining the reasoning for the vaccination and immunization requirements
2. Available exemptions under relevant law
3. List of applicable rules, laws, and regulations
4. Accommodation process information (i.e., Americans with Disabilities Act)
5. Process and information to submit proof of vaccination
6. Where to find up-to-date information on the epidemic or pandemic
7. Vaccination mandate effective dates

III. Sources/references

A. Education Code Sections 87408, 87408.6, and 88021
B. Section 121525 CA Health and Safety Code

C. See also AP 7336 Certification of Freedom from Tuberculosis