

**COMMUNICABLE DISEASES - EMPLOYEES**

<b>AP No. 7330</b>
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Board Reviewed: 11/14/2012; 05/10/2017; 10/12/2021

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## 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

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- B. Section 121525 CA Health and Safety Code
- C. See also AP 7336 Certification of Freedom from Tuberculosis