

Human Resources

AP 7330 COMMUNICABLE DISEASE

References:

Education Code, Sections 87408, 87408.6, and 88021;
Government Code, Section 12940

For successful applicants for academic positions:

- A medical certificate is required showing that the applicant is free from any communicable disease, including, but not limited to, active tuberculosis or hepatitis, rendering the applicant unfit to instruct or associate with students. Such certificate will be obtained from the applicant after an offer of employment is made but before the applicant commences employment.
- The medical certificate shall be submitted by a physician as authorized by the code.
- The medical examination and the medical certification will be obtained not more than six months prior to the offer of employment and will be at the expense of the applicant.
- The medical certificate will become part of the employee's District medical file and is open to inspection by the employee or by the employee's designee with written authorization from the employee.

The District may require an employee or employees to undergo a medical examination at District expense to determine that the employee is free from communicable disease rendering the employee unfit to instruct or associate with students. The employee or employees will be provided notice of the District-paid examination by the Human Resources Office. Such notice shall state the reason for the examination and the date by which the examination must be completed.

Following a District-paid medical examination, the District may require that the employee submit a medical certificate from a licensed physician or surgeon stating that the employee is free from communicable disease. Failure or refusal to submit such certification in a timely manner may cause the District to exclude any employee from service until such time as the employee provides the certification.

This policy is limited to examinations and certification for freedom from communicable disease.

If an employee is not certified as free from communicable disease, the District will provide the applicant or employee with a referral to a local health official. The local health official

34 will advise the District when the applicant or employee can be certified free from
35 communicable disease.
36 Office of Primary Responsibility: Vice President, Human Resources
37 See also AP 7336 titled Certification of Freedom from Tuberculosis.

Date Approved: 12/10/08

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