

## **Infectious and Communicable Diseases**

### **Policy:**

Morgan Support Services shall comply with NC Statute 27G 0201.i by developing and implementing procedures for identifying, reporting, investigating, and controlling infectious and communicable diseases of the people we employ and those we support.

An infectious and/or communicable disease is carried by microorganisms and can be transmitted through people, animals, surfaces, foods, or air. They often rely on fluid exchange, contaminated substances, or close contact to travel from an infected carrier to a healthy individual. The Center for Disease Control and Prevention ([www.cdc.gov](http://www.cdc.gov)) has identified the following as common infectious/communicable diseases:

- Conjunctivitis (Pink eye)
- Diphtheria (upper respiratory infection)
- Herpes simplex
- Meningococcal infections
- Pertussis (Whooping cough)
- Streptococcal infection
- Zoster
- Enteroviral infections
- Mumps
- Rubella
- Cytomegalovirus infections
- Tuberculosis
- Viral infections
- Varicella

### **Procedure:**

All staff who provide direct support services will be trained at least annually in the use of universal precautions and blood-borne pathogens. Basic protective equipment, such as latex gloves, will be made available to staff. Handwashing and hand sanitizing stations will be available in several locations throughout all facilities.

Throughout the time of staff employment, there may be instances that staff will be ill or deemed to have a communicable disease. This policy has been developed to identify those instances and to delineate appropriate action when they occur. These procedures will assist in ensuring the safety of the all staff, and all persons we support.

If staff believes to have a Communicable Disease, the following procedures should occur:

1. Staff should notify the Program Director before being absent from work.
2. Staff should immediately report to Emergency Room, Urgent Care center or personal physician for evaluation.
3. If staff suspects having a communicable disease, direct support services should not be provided until the signs and symptoms resolve, particularly if staff is febrile.
4. Staff should not return to work if febrile, until fever has returned to normal.
5. If staff will miss a work shift due to a communicable disease a written documentation from a physician must be provided upon return. Lack of documentation may result in an unexcused absence

A training program addressing the prevention of the spread of communicable diseases for all people will be developed and presented at least annually. Successful completion of the training as evidenced by passing a written (employees) or verbal/observational (participants) test will be documented in the personnel and clinical files.

Staff will be trained in the reporting procedures and be required to pass a written test to document competency. Administrative staff will be trained in the investigation and agency response to communicable diseases and will be required to pass a written test to document competency.

The Health and Safety Coordinator will develop and implement the training modules. All staff will be trained in new modules, and all new hires will be trained in all modules. Training will be reviewed and renewed at least annually.

The Health and Safety Coordinator will create reference materials regarding the prevention, identification, reporting, investigating, and controlling of communicable diseases and ensure they are available at all program sites.