

**Human Resources**

**BP 7330 COMMUNICABLE DISEASE**

**Reference:**

Education Code Sections 87408, 87408.6, and 88021

The Chabot-Las Positas Community College District is committed to providing a safe and healthy learning and working environment. The District shall establish administrative procedures necessary to assure cooperation with local public health officials in measure necessary for the prevention and control of communicable diseases.

**COVID-19**

The novel coronavirus and the disease it causes, COVID-19, is a global pandemic and has resulted in widespread severe illness and death worldwide, in the United States, and in California. In furtherance of this commitment to providing a safe and healthy environment, the district shall establish administrative procedures regarding COVID-19 vaccination to mitigate the risks surrounding exposure to COVID-19. These administrative procedures will require that all District employees and volunteers who access campuses or other District facilities, and/or participate in off-site work in-person for the District, must be fully vaccinated against COVID-19, unless approved as exempt due to verified medical or religious reasons (as defined in federal or state laws and regulations).

Employees who qualify as exempt may be subject to other safety measures in accordance with Cal/OSHA regulations.

As part of this vaccine requirement, the District may require vaccine boosters or supplemental administrations of vaccines as circumstances warrant.

Visitors to campuses or other District facilities (e.g. those individuals not considered students, employees, or volunteers of the District) during normal hours of operations must comply with all Cal/OSHA safety guidelines and other District policies and procedures, as well as any other District COVID-19 health and safety protocols in effect. Such health and safety protocols may include requiring vaccinations as deemed appropriate by the District.

## Tuberculosis Risk Assessment

All newly hired academic and classified employees shall have on file with the District a medical certificate indicating freedom from communicable diseases, including tuberculosis. No academic or classified employee shall commence service until such medical certificate has been provided to the District.

All newly hired academic and classified employees must show that within the past 60 days they have submitted to a tuberculosis risk assessment and, if risk factors are present, been examined to determine that they are free from active tuberculosis. If risk factors were present at the tuberculosis risk assessment, and an examination occurs, after the examination, the employee shall provide the District with a certificate from the employee's examining physician showing that the employee was examined and found to be free from active tuberculosis.

All employees shall be required to undergo a tuberculosis risk assessment within four years of employment and every four years thereafter to determine if they are free from tuberculosis.

The Chancellor shall establish administrative procedures to implement this policy and shall ensure completion of any legally required bargaining obligations prior to implementation.

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**Adopted:** July 21, 2015; Edited November 20, 2017

*~~(This is a new policy recommended by the Policy and Procedure Service.)~~*