



OFFICE OF COMPLIANCE SERVICES  
UVM.EDU/POLICIES

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## UNIVERSITY OPERATING PROCEDURE

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### **Title:** Communicable Disease

#### Overview

A communicable disease is one spread from person to person through direct or indirect contact. A number of respiratory viruses (which cause cold-like symptoms) and gastrointestinal agents (causing vomiting and diarrhea) are easily spread between people. Staying out of public when you are sick, wearing a well-fitted face covering, frequent hand washing, and covering face and nose with a tissue when sneezing or coughing are effective ways to reduce the spread of these illnesses.

Included among the serious reportable communicable diseases in Vermont are HIV, Hepatitis B, Hepatitis C, meningococcal disease, measles, mumps, rubella, and tuberculosis. Vermont law requires medical clinicians to inform public health officials of newly confirmed cases of serious communicable diseases. The full list of communicable diseases which must be reported to the Vermont Department of Health can be found [here](#).

In considering the potential impact of communicable diseases on its community, it is the goal of the University to:

- Maintain full compliance with the Americans with Disabilities Act (ADA) as it relates to students and employees. The University will not discriminate in admissions or employment against individuals who have or may be at risk for contracting a communicable disease.
- Ensure that students, staff, and faculty are informed about infectious disease risks associated with their educational and laboratory work and follow best practices in working to minimize these risks to the extent possible.
- Provide evaluation and treatment resources for students, staff, and faculty exposed to communicable diseases in their field or course of study.
- Comply with regulations of the State of Vermont regarding the vaccination of full-time students at the University.
- Adhere fully to occupational safety and health standards mandated under federal and state law with regard to the transmission of blood-borne pathogens.
- Respond to public health threats - including epidemic events – in accord with best practices and with the safety of the institution, its students, staff, and faculty in mind.

- Consider the welfare of the community and respect the privacy of individuals in addressing the threat from a communicable disease.

## Applicability of the Procedure

This Operating Procedure applies to all members of the University community, including, without limitation, individuals who are faculty, staff, students, contractors, consultants, temporary employees, and affiliates of the University.

## Definitions

None

## Procedures

### A. Students, Faculty, and Staff Members who Experience a Serious Communicable Disease

Individuals diagnosed with a serious communicable disease are expected to follow the advice of the Vermont Department of Health, their healthcare provider (students – Center for Health and Wellbeing, staff and faculty – primary care provider) – specifically with regard to avoiding school or work until the likelihood of spreading the illness has abated.

### B. Pre-Exposure Prevention of Communicable Disease for all Students

In compliance with Vermont law, all incoming first year and transfer students to the University of Vermont are required to have documentation of the following immunizations:

- Td (tetanus/diphtheria) or Tdap (tetanus/diphtheria/acellular pertussis)
- 2 vaccines against Measles, Mumps, Rubella (MMR)
- 3 Hepatitis B vaccines (HBV)
- 1 meningococcal conjugate (MCV4)
- 2 Varicella (chickenpox) vaccines or the date the student had chickenpox

Incoming first year and transfer students who do not provide verification of immunization as described above by the end of their first semester will not be allowed to register for the second semester.

In addition to this requirement, all students are *strongly* encouraged to receive the influenza vaccine during the fall semester of each new academic year, and the University further reserves the right, with appropriate notice, to require additional vaccinations in response to emergent public health needs. Students may receive required vaccines at the Center for Health and Wellbeing, a pharmacy, or at their own health provider's office.

The Director of Medical Services in the Center for Health and Wellbeing is responsible for working to ensure that the University complies with Vermont law regarding immunization requirements for first year and transfer students, including operation of applicable religious and medical exemption procedures.

### C. Pre-Exposure Prevention of Communicable Disease for Staff and Faculty members not Engaged in the Use of Bio-hazardous Materials.

The University recommends that staff and faculty, in consultation with their health care provider, comply with the [CDC's Recommended Adult Immunization Schedule](#).

**D. Pre-Exposure Prevention for Students in the College of Medicine and the College of Nursing and Health Sciences**

Information detailing the immunization requirements for students in the College of Medicine can be found in the [Student Handbook](#).

Information detailing the immunization requirements for students in the College of Nursing and Health Sciences can be found [here](#).

Incoming students in these Colleges who do not meet the immunization requirements above will be ineligible to participate in clinical and/or educational activities until they have completed these requirements.

All students in clinical rotations are expected to use personal protective equipment in accordance with procedures in effect at the clinical [site](#), and in conformance with applicable provisions of their program's respective handbook.

The Associate Dean for Student Affairs is responsible for ensuring compliance with this procedure in the College of Medicine. The Associate Dean is responsible for ensuring compliance with this procedure in the College of Nursing and Health Sciences.

**E. Pre-Exposure Prevention for Staff and Faculty in the College of Medicine and the College of Nursing and Health Sciences.**

Staff and faculty engaged in clinical activity in the College of Medicine and the College of Nursing and Health Sciences are expected to maintain compliance with the Centers for Disease Control's [recommendations regarding immunization for health care workers](#).

All staff and faculty engaged in clinical activities are expected to use personal protective equipment in accordance with procedures in effect at the clinical site.

Staff/faculty supervisors or the compliance office internal to a department or college, as applicable, are required to verify on-going compliance of staff and faculty members, who remain individually responsible for their own compliance with CDC recommendations.

**F. Pre-Exposure Prevention for Students, Staff, and Faculty Conducting Research Involving the use of Bio-Hazardous Material.**

All students, faculty, and staff who are exposed to biohazards in the course of their study or work are expected to comply with the [Standard Operating Procedure for Safe Use of Biological Hazards](#) for the laboratory in which they are working. This includes receiving appropriate immunizations and the correct use of personal protective equipment.

The Director of the Laboratory or the Principal Investigator of the study in which the student, staff, or faculty member is conducting research is responsible for ensuring compliance with the University's Standard Operating Procedure for the Safe Use of Biological Hazards.

**G. Management of Exposure to Blood-Borne Pathogens or Communicable Disease for Students in the Colleges of Medicine and Nursing and Health Sciences**

Students in the College of Medicine and the College of Nursing and Health Sciences engaged in clinical activities are expected to utilize recommended personal protective equipment in accordance with site

policy, and in conformance with applicable provisions of their program's respective handbook. If exposure occurs, students who are engaged in clinical activities at UVM Medical Center or in the Burlington area should inform their attending physician or clinical instructor and seek immediate evaluation at the UVM Medical Center Emergency Department.

Students who are engaged in clinical rotations outside of the Burlington area and become exposed, should follow the protocols for immediate evaluation at their rotation site.

Students must report exposure incidents to the Associate Dean for Student Affairs (College of Medicine) or the Associate Dean (College of Nursing and Health Sciences). These individuals are responsible for reporting the event to the [University's Risk Management Office](#).

#### **H. Post-exposure to Blood-Borne Pathogens or Communicable Disease for Students, Staff, and Faculty Conducting Research Involving the use of Bio-hazardous Material.**

Students, staff, and faculty exposed to blood-borne pathogens or to communicable diseases without the use of protective personal equipment should seek immediate evaluation in the University of Vermont Medical Center Emergency Department and should notify their Principle Investigator and/or Director of the laboratory.

The Principal Investigator or Laboratory Director is responsible for notifying the [University's Risk Management Department](#) of all such events.

#### **I. Infectious Diseases Representing a Public Health Threat to the University Community**

The Director of Medical Services in the Center for Health and Wellbeing, in collaboration with the chair of the University's Emergency Operation Group (EOG) and the Vermont Department of Health, will monitor developments related to local infectious outbreaks and potential epidemic or pandemic events. In cooperation with local, state, regional, and federal resources, the Emergency Operations Group will formulate an action response designed to respond effectively to the threat and minimize harm to the University community.

## Contacts

| Questions concerning the daily operational interpretation of this UOP should be directed to the following: |                      |
|--|----------------------|
| Title(s)/Department(s):  | Contact Information: |
| The Office of the Director of Medical Services,<br>Center for Health and Wellbeing                         | (802) 656-0123       |

## Forms/Flowcharts/Diagrams

- [First report of injury form](#)

## Related Documents/Policies

- [Centers for Disease Control – Immunization Recommendations for Health Care Workers](#)
- [Centers for Disease Control – Recommended Adult Immunization Schedule](#)
- [Immunization Requirements – Students in the College of Medicine](#)
- [Immunization Requirements – Students in the College of Nursing and Health Sciences](#)
- [On the Job Injury Reporting Instructions – University of Vermont](#)
- [Standard Operating Procedure for Safe Use of Biological Hazards](#)
- [University of Vermont Immunization Requirements](#)
- [Vermont Department of Health – Diseases which must be reported to the Health Department](#)
- [Vermont Immunization Requirements for students entering college or university in Vermont](#)

## Training/Education

Training related to this policy is as follows:

|                            |  |                      |   |
|----------------------------|--|----------------------|---|
| <b>Training Topic:</b>     | Safety Around Bloodborne Pathogens training "BBP: CITI, OSHA Bloodborne Pathogens"   |                      |   |
| <b>Training Audience:</b>  | UVM employees at risk for contact with human blood, tissues, human cell lines, or other potentially infectious material.                 | <b>Delivered By:</b> | Risk Management & Safety                        |
| <b>Method of Delivery:</b> | Online:<br><a href="https://www.uvm.edu/riskmanagement/citi-online-training">https://www.uvm.edu/riskmanagement/citi-online-training</a> | <b>Frequency:</b>    | Within 30 days of hire and annually thereafter. |

## About This Procedure

|                                     |  |                            |                                  |
|-------------------------------------|--|----------------------------|----------------------------------|
| <b>Responsible Official:</b>        | Vice Provost for Student Affairs   | <b>Approval Authority:</b> | Vice Provost for Student Affairs |
| <b>Affiliated Policy Number(s):</b> |  | <b>Effective Date:</b>     | July 26, 2018                    |
| <b>Revision History:</b>            | <ul style="list-style-type: none"><li>• V. 3.4.9.1 Approved by the President on August 2, 2005</li><li>• V. 3.4.9.2 Approved by the President on March 18<sup>th</sup>, 2010</li><li>• V. 2.9.3 Approved by the President on February 15, 2011</li><li>• Approved by the Vice Provost for Student Affairs on July 9, 2014</li><li>• Approved by the Vice Provost for Student Affairs on July 26, 2018</li><li>• Approved by the Vice Provost for Student Affairs on December 1, 2022</li></ul> |                            |                                  |

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