



Policy and Procedures Manual
Application: All Personnel
Section A6.18 Incident Policy and Infectious Disease

A 6.18 INCIDENT POLICY

East Central University is committed to maintaining a workplace environment that is safe and secure for all members of the University. Threats, threatening behavior, acts of violence and unwanted attention directed against other employees, visitors, or students by an employee of the University will not be tolerated.

All personnel are responsible for notifying his/her supervisor and/or East Central University Police Department of any threats which have been witnessed, received, or reported that another person has witnessed or received. Even without an actual threat, employees should also alert his/her supervisor to any behavior which can be regarded as threatening or violent when that behavior is job related or might be carried into the workplace. Employees are responsible for making this report regardless of the nature of the relationship between them and the person initiating the threat or threatening behavior.

The provision of a safe workplace and the protection of employees from threats to his/her safety cannot be effectively accomplished unless supervisors and/or East Central University Police Department are informed of these circumstances.

INFECTIOUS DISEASE POLICY STATEMENT

East Central University recognizes the need to analyze individual circumstances and respond to each person's infectious condition on a case-by-case basis. Responding to each case individually rather than developing a blanket policy is in the interest of flexibility, sensitivity, simplicity, and the balancing of legitimate interests.

Individuals will be permitted to work at and/or enroll in courses at East Central University unless the employee's personal physician, campus medical officials, or state or federal public health officials declare that an individual's disease represents a substantial risk to the health and safety of members of the university community. In such instances, appropriate measures will be taken to protect the institution and the individual.

For further detailed information, please contact the Employment Services Office.