



FOOTHILL-DE ANZA
Community College District

Book	Administrative Procedures
Section	Chapter 7 - Human Resources (including former Article 4 - Personnel)
Title	Communicable Disease - Employees
Code	AP 7330
Status	New
Legal	Education Code Section 87408 Education Code Section 87408.6 Education Code Section 88021
Origin	CCLC template - Legally required

CCLC NOTE: This procedure is **legally required**. Local practice may be inserted, which should address or include the following, which is excerpted from statute:

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, unfitting the applicant to instruct or associate with students.**
- **The medical certificate shall be submitted by a physician as authorized by code.**
- **The medical examination is conducted not more than six months before the submission of the certificate and is at the expense of the applicant.**
- **A contract of employment may be offered to an applicant subject to the submission of the required medical certificate.**
- **The medical certificate becomes a part of the personnel record of the employee and is open to the employee or his/her/their designee.**

CCLC NOTE: It is **optional** for the District to require academic employees to undergo periodic medical examinations to determine if they are free from any communicable disease, including, but not limited to, active tuberculosis, unfitting the applicant to instruct or associate with students. If the district does so, similar statutes apply.

It is **legally advised** that “communicable disease” also includes (but is not limited) to hepatitis.

See BP 7330 Communicable Disease - Employees

See AP 7336 Certification of Freedom from Tuberculosis