



# CMI

**College of the Marshall Islands**

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258  
Uluga Campus  
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931  
Fax: (692) 625-7203  
Email: [bor.regents@cmi.edu](mailto:bor.regents@cmi.edu)

## **CMI POLICY NO. 345.5**

# **Communicable Disease Policy for Students**

Status:	Active
Effective Date:	August 15, 2022
Approval Date:	August 15, 2022
Steward:	Board of Regents
Approval Authority:	Board of Regents

## **Policy Statement**

Students and trainees or prospective students and trainees with communicable diseases shall not on the basis of the disease have their access to any CMI program, service, or facility limited unless the disease is easily transmissible in the context of the program, service, or facility; the limitation is legally allowable; and appropriate accommodations are offered where possible. No applicant shall be denied admission solely on the basis of having a communicable disease.

Students who contract communicable diseases are expected to seek appropriate treatment and self-isolate if the disease is easily transmissible through their activities at the college. Students in programs that involve patient contact are expected to abide by relevant professional standards.

The College abides by directives issued by the Director of Public Health as per 7 MIRC Ch.15 §1507(5) and with all provisions of the Communicable Diseases Prevention and Control Act 1988 (7 MIRC Ch.15).

## **Reason for the Policy**

The College of the Marshall Islands is committed to providing a safe and healthful learning and working environment, while also ensuring equitable access to college programs and services. This policy is intended to protect the rights of students with communicable diseases while also ensuring that the college community is protected from the spread of communicable disease through measures that focus on safety, prevention, and education.



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## Definitions

### Communicable Disease

Communicable, or infectious, diseases are illnesses that can be spread, directly or indirectly, from one person to another. They may be transmitted through direct contact, droplet spread, airborne (aerosol) spread, vehicles (such as food, water, bodily fluids, and fomites), and vectors (such as insects).

### Appropriate Accommodations

Appropriate accommodations allow students who need to self-isolate or otherwise limit participation to complete the outcomes for courses and programs in which they are enrolled. Examples include alternative assignments and rescheduled examinations or activities. If the rescheduled examinations or activities cannot be completed within a given semester, the student may be awarded an Incomplete grade until such time as the course requirements are completed. It is generally the responsibility of the individual faculty member or trainer to provide accommodations, but they may seek additional assistance from their supervisors if required.

## Statements of Elaboration of Policy

### College Facilities and In-Person Programs, Events, and Activities

Students with communicable diseases that are easily transmissible between two people in the same indoor environment and that have potentially serious impacts on public or individual health should not participate in in-person classes, events, or activities whether they take place at a CMI campus, CMI center, or at an off-site location, unless they have medical documentation showing that they may do so safely. Except for resident students, they should not enter a CMI campus or center. This restriction applies to diseases including but not limited to:

- COVID-19 and other serious forms of coronavirus such as SARS and MERS
- Measles
- Mumps
- Rubella
- Conjunctivitis
- Chickenpox
- Active Tuberculosis, prior to completion of two weeks of treatment





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- Diseases spread by insect vector, such as Dengue Fever, Chikungunya, and Zika Virus
- Influenza
- Ebola Virus Disease
- Meningococcal disease
- Norovirus
- Pertussis (Whooping Cough)

Enrolled students who develop these diseases must be provided with appropriate accommodations.

## Residence Halls

Resident students with diseases that would otherwise exclude them from campus shall remain in an isolation room unless qualified medical personnel recommend that they be moved to the hospital. In addition, students with diseases that can be spread through close or extended contact shall be housed in a separate room in the residence halls and allowed otherwise to participate in classes, events, and activities unless qualified medical personnel or public health directives state otherwise. These diseases include but are not limited to:

- Active Tuberculosis, following completion of two weeks of treatment
- Hansen's Disease (Leprosy)
- Methicillin-Resistant Staphylococcus Aureus (MRSA)
- Diseases spread through fecal contamination, such as E. Coli and Giardia
- External parasites such as scabies or lice
- Fungal diseases such as ringworm
- Hepatitis A

Residence hall personnel will ensure that students with these illnesses are receiving appropriate treatment and abiding by all public health recommendations and recommendations from qualified health personnel.

## Associate of Science Degree in Nursing Students

In addition to the restrictions listed above, students in the Associate of Science Degree in Nursing program may be restricted from contact with patients based on accepted professional standards. Alternatively, they may be required to implement additional precautionary measures. Nursing students enrolled in practicum courses must abide by all Ministry of Health and Human Services policies, procedures, and guidelines.

## Food Handling

Students who engage in food handling as part of their coursework, training, or other activities are expected to abide by appropriate precautions and should report any communicable



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diseases that can be spread through the handling of food to their supervisor, faculty member, or another relevant member of staff.

## Diseases that Do Not Limit Participation

Except as dictated by standards applicable within the A.S. in Nursing Degree program, by public health directives, or by the recommendations of qualified medical personnel, no student's participation in College programs, courses, events, and activities, or access to college facilities will be limited due to the following diseases:

- Non-communicable diseases
- Sexually transmitted infections, including HIV/AIDS, gonorrhea, chlamydia, and syphilis
- Diseases transmitted by non-insect animal vectors

Students with these diseases should still seek appropriate treatment and conduct themselves in a manner that protects others as well as themselves. If they are physically unable to participate in classes due to such diseases, students are entitled to appropriate accommodations.

## Confidentiality

Student records regarding communicable disease are subject to Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) regulations. Information about a student's medical condition will only be released to college personnel who require this information in order to fulfill their roles and responsibilities. Members of the college community may, however, be informed that they were potentially exposed to a contagious disease without any individual's identity being released.

## Education in Communicable Diseases

CMI recognizes that health education is not limited to a single subject or to the classroom. Health education must be integrated across curricular and co-curricular activities and should include science-based precautions against communicable disease, hygiene, and the avoidance of stigmatizing individuals with communicable diseases.

## Pandemic or Epidemic

In the case of a pandemic or epidemic, the President will determine how best to protect the college community, while also complying with all public health and emergency management directives. Actions that may be taken by the President to prevent the spread of communicable disease include but are not limited to:





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1. Move instruction and/or other services online
2. Limit or prohibit employee travel and/or student field trips, site visits, and practicum activities.
3. Close or limit access to certain College buildings, programs, or locations temporarily.
4. Require a negative test for a communicable disease and/or proof of vaccination prior to entry to a campus or center, or participation in a College-sponsored event
5. Control entry to specific buildings, campuses, or centers, and screen visitors and community members for relevant symptoms and/or exposure.
6. Close the College temporarily.

## **Cross References to Related Policies and Regulations**

Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99)

Communicable Diseases Prevention and Control Act 1988 (7 MIRC Ch.15)

## **Responsible Officer**

Vice President for Academic and Student Affairs

## **Key Offices to Contact Regarding the Policy and its Implementation**

Vice President for Academic and Student Affairs, Campus Health Center, Residence Hall Coordinators, Dean of Academic Affairs, Dean of WAVES, Dean of Student Success

## **Procedures**

1. Whenever possible, the Residence Halls shall keep a room open and available in case a student needs to self isolate.
2. CMI students or trainees who have symptoms of, are infected with, or have a reasonable basis for believing that they are infected with a communicable disease, have an ethical and, in some cases, legal responsibility to act in a manner that protects others and themselves.





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3. CMI students or trainees who have symptoms of, are infected with, or have a reasonable basis for believing that they are infected with a communicable disease that could easily spread in the context of their activities at the College have an obligation to report this fact to the College. All students may report this information to the Campus Nurse; resident students may report to the Residence Hall Coordinator.
4. The Campus Nurse and/or Residence Hall coordinator will assist the student in seeking appropriate testing and/or treatment.
5. For resident students, the Residence Hall Coordinator may make an immediate decision to move the student to a room apart from other students, but this must be reported to the Vice President for Academic and Student Affairs as soon as practicable.
6. Any employee who receives a self-report of a student having a communicable disease that can spread easily within the context of ordinary college activities (or within a residence hall, in the case of resident students) should report this information to the Vice President for Academic and Student Affairs, who will in turn make a decision regarding the appropriate actions based on this policy and on updated medical information provided by the Centers for Disease Control, the World Health Organization, and the Republic of the Marshall Islands Ministry of Health and Human Services. The VPASA will also notify the President.
7. If a campus-wide communication is required or an outside agency or ministry must be notified, this decision will be made by the President.
8. A student may appeal a decision made by the VPASA to limit their access or activities if they believe the decision was based on incorrect information or is discriminatory.
9. No employee with knowledge or suspicion of a student's communicable disease status should discriminate against that student or share the information with other students. Students who believe that their right to confidentiality has been violated or that they have been discriminated against have recourse to the Student Complaint process.
10. If a student begins showing symptoms of a potential communicable disease while on a CMI campus or at a CMI center, the first priority of any employees present should be to ensure the student receives appropriate treatment. This may take place through referral to the Campus Nurse or to external health services. These situations should be handled as discreetly as possible.
11. Where exposure might be an issue, the Campus Nurse should be called upon to provide advice to those at risk.
12. Following such an incident, the employees involved should contact the Vice President for Academic and Student Affairs (VPASA) to initiate decision-making processes as described above.
13. If an employee suspects that a student has a communicable disease that may be spread easily and have serious health impacts, but the student is not seeking treatment and/or testing and has not self-reported, the employee should notify the Vice President for Academic and Student Affairs.





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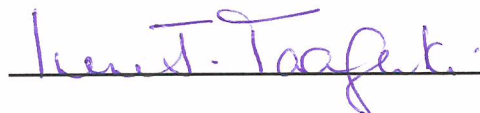
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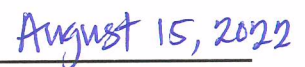
14. The VPASA will speak with the student or designate another employee to do so.
15. Any decision to require a student to seek testing and/or treatment must be made by the President, typically upon the recommendation of the VPASA.
16. Students whose activities have been limited should provide medical documentation when their disease is either eliminated or no longer contagious so that they can return to full, regular participation. This documentation should be provided to the Campus Nurse who will verify it and submit it to the VPASA.
17. Any student who misses class time due to a documented disease should first contact their instructor for accommodation. In case appropriate accommodations are not provided, the student may contact the department chair, associate dean, dean, or VPASA for additional assistance.
18. Students will not be removed from any leadership or representative role as a result of having a communicable disease, even if others must temporarily take on some of their duties, unless they are medically unable to carry out their duties for their entire remaining term.
19. Nursing faculty are expected to explain professional standards for reporting communicable diseases and to assist students in taking appropriate precautions for their own protection and the protection of patients.
20. Deans have responsibility for ensuring that appropriate education about communicable diseases is integrated into their areas, whether through the curriculum, through co-curricular activities, or through some combination thereof.

**Date of Initial Policy:**

**Date(s) of Any Revisions:**



**Dr. Irene J. Taafaki, President**



**Date**