

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 3.02.16 TUBERCULOSIS TESTING POLICY

- A. Each person hired by the Scioto County Board of Developmental Disabilities shall have a two-step Mantoux tuberculosis (TB) test. This test will be completed after the offer of employment has been made but prior to the start of work.
- B. Thereafter, each employee may be required to have a one-step Mantoux TB test when there is evidence of a reasonable risk of harm to service recipients and/or employees
- C. Positive converters/reactors may be required to have chest X-rays thereafter on a biannual basis.
- D. Those determined to have an active case of TB shall be released from work until appropriate treatment has been completed and the employee is deemed safe to return to work by his/her personal physician and/or a practitioner selected by the Board. The employee must provide a document from the medical practitioner stating this fact.
- E. Each converter and/or reactor shall be treated with the appropriate medication as indicated to be current by the Centers for Disease Control (CDC) at the time.
- F. Previous reactors who have not been treated with appropriate medications for the designated time shall do so when this information comes to light,
- G. Employees who are unable to complete the treatment and pose a risk of infection to others may have their position evaluated and offered reasonable accommodations to eliminate the risk. In the event that reasonable changes cannot eliminate the risk or cannot perform the essential functions of the position even with accommodation, the person will be separated from employment.
- H. In the case of a new employee, the individual reasonable accommodations will be offered to eliminate the risk. If the risk of infection to others cannot be eliminated by modifications or the person is unable to perform the essential functions of the position even with accommodation, the person shall not complete the hiring process.
- I. Failure to comply with this policy shall result in disciplinary action.