



UTOPIAN

ACADEMY FOR THE ARTS

Infectious Disease Policy

Utopian Academy for the Arts will take proactive steps to protect the workplace in the event of an infectious disease outbreak. It is the goal of UAFA (Utopian Academy for the Arts) during any such time- period to strive to operate effectively and ensure that all essential services are continuously provided and that employees are safe within the workplace. Utopian Academy is committed to providing authoritative information about the nature and spread of infectious diseases, including symptoms and signs to watch for, as well as required steps to be taken in the event of an illness or outbreak.

Preventative and Operational Measures

On an annual basis, Utopian Academy for the Arts will provide employees with information, education, or training related to infectious diseases, including transmission, risk education, and standard precautions, based on CDC guidelines or recommendations.

Utopian Academy for the Arts will make personal protective equipment (PPE) readily available and appropriate to tasks with exposure potential. When Utopian Academy for the Arts has a reasonable suspicion to believe that an employee or student has an infectious disease, school authorities (Principal or designee and the school nurse) will counsel that person immediately, or if the person is a minor, notify his or her parent or guardian of the need to obtain an appropriate medical evaluation.

Operational decisions related to employees or students infected with communicable diseases shall be made in conjunction with the school nurse, state and/or local public health agency representatives, health care professionals, and school system administrators.

Utopian Academy for the Arts will limit the disclosure of health-related information of its employees and students and follow the FERPA guidelines which prohibits the unauthorized disclosure of information from educational records except in certain limited circumstances, such as a health and safety emergency as described in 34 C.F.R. §§ 99.31(a) (10) and 99.36.

(The disclosure of certain confidential health information may be a misdemeanor punishable under O.C.G.A. § 24-9-47.)

Preventing the Spread of Infection in the Workplace

Utopian Academy will ensure a clean workplace, including the regular cleaning of objects and areas that are frequently used, such as bathrooms, break rooms, conference rooms, door handles and railings. A committee will be designated to monitor and coordinate events around an infectious disease outbreak, as well as to create work rules to be implemented to promote safety through infection control.

All employees will be required to cooperate in taking steps to reduce the transmission of infectious disease in the workplace. Utopian Academy for the Arts will continuously promote the use of the most effective strategy -frequent hand washing with warm, soapy water, covering sneezes, and sanitizing the facility. Additionally, Utopian Academy has installed alcohol-based hand sanitizers throughout the workplace and in common areas.

Unless otherwise notified, normal attendance and leave policies will remain in place unless a decision is made by the Utopian Academy for the Arts leadership and Governing Board to mitigate mass spread.

Individuals who believe they may face challenges reporting to work during an infectious disease outbreak should take steps to develop any necessary contingency plans. For example, employees might want to arrange for alternative sources of childcare should schools close and/or speak with supervisors about the potential to work from home temporarily or on an alternative work schedule.

Communication

Communication with the entire school community is imperative in the management of outbreaks and the accompanying operational response. When outbreaks of illnesses in classes or groups occur, letters may be sent home and a message via classroom communication streams. Parents will be notified when a child becomes ill at school and assisted with referrals if healthcare is not readily available to the family. The School nurse and teachers will work with the school administration to alert the administration of patterns of illness that may emerge to allow for appropriate action and communication of steps to be taken to the school community.

