

Villanova, Graduate Program of Human Resource Development
Illness and Infectious Disease Policy, Version 1

Villanova realizes that employees with contagious temporary illnesses, such as influenza, colds and other viruses, need to continue with normal life activities, including working.

In deciding whether an employee with an apparently short-term contagious illness may continue to work, Villanova considers several factors:

- The Graduate Assistant must be able to perform normal job duties and meet regular performance standards.
- In the judgment of the employer, the Graduate Assistant's continued presence must pose no risk to the health of the Graduate Assistant, other students, professors and faculty.
- If a Graduate Assistant disputes Villanova's determination that such a risk exists, the Graduate Assistant must submit a statement from his or her attending health care provider that the Graduate Assistant's continued employment poses no significant risk to the Graduate Assistant, other students, professors and faculty.

All Graduate Assistants are urged to contact Human Resources regarding any questions about the possible contagious nature of another employee's temporary illness.