

## Villanova, Graduate Program of Human Resource Development

### Illness and Infectious Disease Policy, Version 0

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, the company considers several factors. The employee must be able to perform normal job duties and meet regular performance standards. In the judgment of the employer, the employee's continued presence must pose no risk to the health of the employee, other employees and customers. If an employee disputes the company's determination that such a risk exists, the employee must submit a statement from his or her attending health care provider that the employee's continued employment poses no significant risk to the employee, other employees or customers.

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