

Epidemic, Pandemic & Infectious Disease Community Health Requirements, 7.17

Chapter 7: General Administrative

Responsible Office: Human Resources

Applies to: Faculty, Staff, Students and Visitors

Approved: 10/21/2025

Policy:

Rhodes State College is committed to protecting the health and safety of its students, faculty, staff, and visitors. This policy provides the College with the authority and framework to implement appropriate community health measures in response to infectious diseases, epidemics, pandemics, and other public health threats. The College aims to ensure the continuity of operations while reducing risks to individuals on campus. All members of the Rhodes State College community share a responsibility to comply with established health and safety protocols to support a safe learning and working environment.

Guidelines:

I. Definitions:

- a. **Public Health Order:** A directive issued by a governmental authority such as the Centers for Disease Control and Prevention (CDC), Ohio Department of Health, or local public health agency.
- b. **College Community Member:** Employees, students, vendors and visitors.
- c. **Health Requirements:** Mandated or recommended actions to reduce health risks, including but not limited to vaccinations, testing, face coverings, physical distancing, hygiene practices, isolation, quarantine, and symptom monitoring.

II. Authority to Establish Health Requirements:

The President, or their designee, has the authority to establish, modify, or terminate specific health requirements for community members appropriate to current community health risks as recommended by the Centers for Disease Control and Prevention ("CDC") or the Ohio Department of Health.

III. Public Health Orders

In the event of a conflict between this policy and a Public Health Order, the more stringent measure shall apply. Public Health Orders shall prevail in all cases of legal or regulatory contradiction with this policy.

IV. Sanctions:

All employees, students and visitors must comply with this policy and all specific health requirements promulgated under this policy. Failure to comply with this policy may result in:

- **Students:** Disciplinary procedures as outlined in the non-academic section of the Code of Student Conduct Policy.
- **Employees:** Disciplinary procedures as outlined in the Disciplinary Action and Due Process Policy.

- **Visitors:** Removal from campus and possible denial of future access.

V. Communication and Implementation

Changes to health requirements will be communicated through authorized College communication channels including email, the College website, and on-campus digital and physical postings.

Related Policies or Procedures:

[Student Code of Conduct](#)

[Disciplinary Action and Due Process](#)

Compliance References:

[Centers for Disease Control and Prevention](#)

[Ohio Department of Health \(ODH\)](#):

History:

	Date:	Reason:
Issued:	04/16/1996	Replaces Infectious Disease Policy 2.12
Revised:	10/21/2025	

This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering specific subject. This policy and / or procedure may be suspended, modified or cancelled as determined by the College. This policy and / or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.