

Access

No individual shall be denied employment or admission to L.U.K. programs or residential facilities solely on the basis of presence of a communicable disease, related illness or perception of infection.

Universal Precautions for the Prevention of Communicable Diseases

In order to ensure the safety and welfare of all LUK staff and consumers, the Agency adheres to the use of “Universal Precautions for Prevention of Transmission of Human Immunodeficiency Virus, Hepatitis B Virus, and Other Blood borne Pathogens” recommended by the Centers for Disease Control’ publication MMWR 37(24); 377-388 (refer to “Risk Reduction Procedures”).

Employee Health Provisions

All personnel with direct contact with persons served will provide the Human Resources department with evidence of Tuberculosis test results or evidence of completion of approved treatment when results are positive.

Confidentiality Regarding Communicable Disease Status

The right of the individual to confidentiality with regard to his/her communicable disease status will be respected and protected by the administration and staff of L.U.K. Crisis Center, Inc. The sharing of this information with other clients, staff or outside agency will be a right reserved for the infected individual.

To ensure that disclosure is done in an appropriate and minimally disruptive manner, clients will be encouraged to discuss the ramifications with appropriate staff prior to making the disclosure. As mandated by the Massachusetts Department of Public Health, information regarding a client’s HIV antibody status and/or AIDS diagnosis will be shared only with the Chief Executive Officer. In some cases, another individual (i.e. Supervisor) may be designated by the above if deemed essential for best meeting the client's clinical needs.

No mention of a client's HIV antibody status or AIDS diagnosis will be made in the files or other written records, such as a daily log. All HIV-related information (i.e. Releases of Information, information regarding HIV antibody testing, test results, and AIDS diagnoses) will be kept in a separate, confidential locked file in the Chief Executive Officer’s office.

Vaccinations

Vaccinations for Hepatitis B (HVB) are made available to all staff by the Agency. Staff that decides to decline vaccinations must complete a declination form. L.U.K. Crisis Center, Inc. is required to keep these forms on file. At any time after a worker initially declines to receive the vaccines, he or she may opt to take them.

Reportable Diseases

When clients report serious communicable diseases (i.e. syphilis, tuberculosis), staff must, with the client or guardian written permission, confirm that these have been properly reported to Public Health authorities.

Laboratory Services

Clinical laboratory services will be performed at the clinic site in accordance with Department of Public Health regulations. Clients determined to need laboratory tests not provided by the agency will be referred to an appropriate laboratory service. A notation of such referral and the reasons for the referral shall be placed in the client's record.