

PATHWAYS ABILITIES SOCIETY

PROCEDURE: HEALTH REQUIREMENTS

Applies to: All Personnel and Volunteers

Original Effective Date: 1993

Effective Date: October 18, 2021

Replaces Procedure Dated: January 25, 2013

1. All employees providing direct support, as a prerequisite to employment are required to provide confirmation of Good Physical and Mental Health, Food Safe/ Food Handlers certificate, a TB Skin Test and Hepatitis B Inoculation at their expense.
2. All employees and volunteers are required to provide confirmation of a COVID vaccination and booster shot(s).
3. All employees and volunteers observe general rules of hygiene and maintain a high level of personal cleanliness.
4. Employees or volunteers providing direct care wash their hands before and after providing care and adhere to Universal Precautions, Communicable and Infectious Disease Prevention policy and procedure.
5. All incidences of communicable disease are to be reported to the employee or volunteer's immediate supervisor and/or the executive director.
6. Employees or volunteers who prepare/handle foods are to report all incidences of illness, particularly those involving digestive upsets, i.e. diarrhea, vomiting, nausea, or infections, to their immediate supervisor.
7. Employees/volunteers with rashes, lesions, suture lines, burns or other skin conditions may require medical approval prior to work. All such conditions are to be reported to their immediate supervisor.
8. The employer may require an employee or volunteer to have their physician complete a Certificate of Health form prior to returning to work or the volunteer site after an illness.
9. In the case of illness, refer to the Illness and Disability Management policy and procedure.