

## **RAILS Communicable Diseases Policy**

*Updated 11/28/22*

RAILS' decisions involving persons who have communicable diseases shall be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has a communicable disease, and a careful weighing of the identified risks and the available alternative for responding to an employee with a communicable disease.

Communicable diseases include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS), including the SARS-CoV-2 (coronavirus) and tuberculosis. RAILS may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC).

RAILS will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely on the grounds that they have a communicable disease. RAILS reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if the organization finds that, based on a medical determination, such restriction is necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the workplace.

RAILS will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease. Every effort will be made to ensure procedurally sufficient safeguards to maintain the personal confidence about persons who have communicable diseases.

**RAILS**  
**COVID-19 VACCINATION POLICY**

**Purpose**

RAILS recognizes its responsibility to provide employees a workplace free of recognized hazards. This policy is intended to help maximize the protection afforded by the COVID-19 vaccine. The goal of this program is to protect employees, employees' family members, customers, patrons, visitors, others affiliated with us and the broader community.

Participation in RAILS's COVID-19 vaccine program has many benefits. Providing a safe and healthy work environment helps employees be more productive and can reduce the number of sick days employees take due to exposure to COVID-19. But, most importantly, employee wellness is a vital aspect of building a happier workplace.

This policy will follow all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (CDC) and the State of Illinois Department of Public Health (IDPH). RAILS must comply with all applicable laws, and if there is a conflict between the recommendations in this policy and applicable laws, RAILS must follow the applicable law.

**Scope**

This COVID-19 vaccine program policy applies to all employees. Employees are required to receive COVID-19 vaccinations by November 30, 2021. Employees who are not vaccinated by November 30, 2021 will be required to submit proof of a bi-weekly test for COVID-19, taken within 72 hours of submittal.

**Procedures**

All procedures related RAILS' COVID-19 vaccine program can be found in the document: COVID-19 VACCINATION PROCEDURES. These procedures reflect our best practice at time of writing and are subject to change according to CDC, state, and local health department recommendations to the greatest extent possible.

**Accommodations**

RAILS wants all its employees to have equal access to all benefits and resources offered by RAILS. Accordingly, RAILS can make reasonable accommodations for employees with disabilities to help them have equal access to the COVID-19 vaccine program. The same applies to employees who cannot take part in the COVID-19 vaccine program due to sincerely held religious beliefs. We encourage our employees to reach out to the Human Resources Department to discuss their need for an accommodation and options. These discussions and any relevant information will be kept confidential.

## **Confidentiality**

Confidentiality and respect to our employees' rights are important to us. RAILS will not:

- Use any genetic information, disability status, or religious beliefs/information to disadvantage its employees in any way;
- Use incentives in exchange for genetic information, information regarding an employee's health condition or that of their family, or information about an employee's religious beliefs; or
- Try to coerce employees into supplying health/genetic/religious belief information or taking medical examinations.

## **Duration of COVID-19 Vaccine Program**

This policy reflects our best knowledge at the time of writing. We will continue to monitor incoming COVID-19 updates from the CDC and Illinois Department of Public Health (IDPH), and amend and adjust these guidelines at regular intervals. Thank you for your understanding and patience during these turbulent times. Please direct any questions about this policy to the Human Resources Department.