

## **LIFE-THREATENING ILLNESSES**

### **I. PURPOSE**

To state the University of St. Thomas' position on employees with life-threatening illnesses such as cancer, cardiopulmonary diseases, etc.

### **II. SCOPE**

This policy applies to employees of the University of St. Thomas and employees who live with someone who has or is suspected of having a life-threatening illness.

### **III. POLICY**

The University of St. Thomas is committed to providing equal opportunity to all employees, including those who have life-threatening illness. The University of St. Thomas also is committed to providing a safe work environment that meets or exceeds state and federal regulations. Consequently, employees who have a life-threatening illness will be treated like other employees as long as they meet performance standards, and medical and other evidence indicates that their condition is not a threat to themselves or others.

### **IV. PROCEDURE**

1. Confidentiality and Sensitivity. If an employee contracts a life-threatening illness, or if an employee discovers a fellow worker has contracted a life-threatening illness, all reasonable efforts should be exercised to ensure that this information remains private and confidential. All employees should treat employees with life-threatening illness with compassion and understanding.
2. Medical Examination. To assure the University of St. Thomas that the employee who is terminally ill is not a danger to himself or herself, or to other employees, the University of St. Thomas reserves the right to have the

employee examined by a physician. All information, including the results related to the examination, will be confidential.

3. Disability. If an employee is unable to work due to a terminal illness, the employee may be eligible for the University of St. Thomas' medical leave of absence or the University's Long Term Disability insurance program.