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Owner Kristie Adams: Lab & Research Safety Officer
Area Public Safety
References CDC, CFR, NDAC
+ 1 more

Communicable Diseases

POLICY STATEMENT

The University of North Dakota (UND/University) is committed to protecting the health and safety of students, faculty, staff, and visitors by preventing, monitoring, and responding to communicable disease on campus. UND follows the guidance of the North Dakota Department of Health and Human Services (NDHHS), the Centers for Disease Control and Prevention (CDC), and other applicable public health authorities in preventing and managing communicable disease within the University community.

Members of the University community who are diagnosed with, suspected of having, or exposed to a communicable disease that poses a risk to others are expected to comply with applicable exclusion, isolation, quarantine, reporting, and immunization requirements set forth in this policy. The University may, when necessary to protect the health and safety of the campus community, restrict an individual's participation in University activities, housing, or facilities, or take broader institutional action, including closure of University operations, in consultation with public health officials.

UND will make reasonable efforts to protect the privacy and confidentiality of individuals affected by communicable disease, consistent with applicable law, while fulfilling its obligation to protect the broader campus community.

This policy does not replace or supersede the authority of state or local public health officials, who retain primary jurisdiction over communicable disease control under North Dakota law.

REASON FOR POLICY

Communicable diseases pose an ongoing risk to the health, safety, and continuity of operations of a

residential university community where large numbers of students, faculty, and staff live, work, and study in close proximity. Without a clear institutional framework, the University risks inconsistent, delayed, or legally noncompliant responses to disease outbreaks, individual cases of communicable illness, or public health emergencies.

This policy establishes the University's authority and responsibilities regarding communicable disease prevention, reporting, and response, and ensures consistency with North Dakota Century Code reportable disease requirements (NCDD 23-07), State Board of Higher Education policy, North Dakota University System procedure, guidance from NDHHS and the CDC, and applicable federal law, including the Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA), as applicable.

SCOPE OF POLICY

This policy applies to:

- Administrators
- Area Managers & Supervisors
- Faculty
- Staff
- Students
- Others: Visitors, contractors, volunteers, and any individual present on University-owned or University-controlled property, or participating in University-sponsored activities

CONTACTS

Specific questions should be directed to the following:

Subject	Contact	Phone	Website / Email
Student Illness, Immunization Records, Isolation Guidance	Student Health Services	701.777.4500	Student Health Services Website UND.studenthealth@UND.edu
Employee Exposure, Workplace Communicable Disease Concerns	Office of Safety	701.777.3341	Office of Safety Website UND.safety@UND.edu
Housing Isolation/ Quarantine Space, Residence Hall Notifications	Housing & Residence Life	701.777.4251	Housing & Residence Life Website housing@UND.edu
Employee Leave, Accommodations, HR-related Questions	Human Resources	701.777.4226	Human Resources Website UND.humanresources@UND.edu
Emergency Notification, Institutional Response Coordination	Emergency Management	701.777.3341	Emergency Management Website UND.safety@UND.edu
Mental Health Resources	University	701.777.2127	University Counseling Center

Subject	Contact	Phone	Website / Email
	Counseling Center (students)		Website
	Employee Assistance Program (employees)	800.627.8220	Employee Assistance Program Website

DEFINITIONS

Close Contact	An individual who has been in proximity to a person with a communicable disease under circumstances that create a meaningful risk of transmission, as defined by public health guidance for the specific disease in question.
Communicable Disease	An illness caused by an infectious agent (e.g., virus, bacterium, parasite, fungus) that can be transmitted directly or indirectly from one individual to another, from an animal to a person, or through a common vehicle such as food, water, or air.
Exclusion	Temporary restriction of an individual from University facilities, classes, University housing, or activities due to a communicable disease risk.
Isolation	The physical separation of a person known or suspected to be infected with a communicable disease from those who are not infected, to prevent transmission.
North Dakota Department of Health and Human Services (NDHHS)	State agency that supports and/or manages public health programs, economic assistance, behavioral health services, child welfare, and aging services.
Outbreak	An occurrence of a communicable disease in excess of what is normally expected within a defined campus population or geographic area.
Public Health Official	A representative of a local, state, or federal public health agency with jurisdiction over communicable disease control, including NDHHS and the CDC.
Quarantine	The physical separation or restriction of activities of a person who has been exposed to a communicable disease but is not yet symptomatic, to determine whether infection develops.
Reportable Disease	A communicable disease that North Dakota law or NDHHS rule requires to be reported to public health authorities upon diagnosis or suspected diagnosis.
University Housing	Residence halls and apartments under the direction of the University of North Dakota.

PRINCIPLES

Public Health Governance

The University's communicable disease response is guided first and foremost by the direction of NDHHS and, where applicable, the CDC. UND does not independently diagnose, treat, or impose medical quarantine or isolation orders; it implements and supports the guidance of public health officials within the University setting.

Balancing Individual Rights and Community Safety

The University recognizes the personal privacy interests of individuals affected by communicable disease and will limit disclosure of health information to what is necessary to protect the campus community and comply with law. At the same time, the University must be able to take reasonable, proportionate action - including exclusion from campus facilities or activities - when necessary to prevent transmission.

Scalable Response

Not every communicable disease requires the same level of institutional response. This policy supports a scalable approach: routine immunization and exclusion practices govern day-to-day communicable disease management, while outbreak-level or pandemic-level events may trigger a broader institutional and emergency management response, up to and including the institution's authority to alter University operations.

Shared Responsibility

Prevention of communicable disease depends on the cooperation of the entire University community, including compliance with immunization requirements, prompt reporting of communicable illness, and voluntary compliance with exclusion, isolation, or quarantine recommendations.

PROCEDURES

Immunization Requirements

All degree-seeking students taking on-campus coursework must submit proof of immunization in accordance with North Dakota law and University requirements, including measles, mumps, and rubella (MMR) immunity. Students ages twenty-one and younger must provide documentation of vaccination against strains A, C, Y, and W-135 of meningococcal disease at the age of sixteen or older. Students who fail to submit required documentation by the deadline established by the University may be subject to a registration hold.

Students may request an exemption from immunization requirements by submitting appropriate documentation to Student Health Services. Students residing in University housing may be subject to additional immunization or screening recommendations communicated at the time of housing

assignment.

International students and students in clinical, laboratory, or health sciences programs may be subject to additional immunization, tuberculosis screening, or titer requirements as established by their academic program or by Student Health Services.

Individual Reporting and Exclusion

Any student, faculty, or staff member who is diagnosed with, or reasonably suspected of having, a communicable disease should notify Student Health Services (students) or their supervisor and the Office of Safety (employees) (see [Contacts](#)) as soon as reasonably possible.

Student Health Services and/or the Office of Safety will consult with NDHHS as needed to determine appropriate next steps, which may include exclusion from campus facilities, classes, work, or University housing for a specified period consistent with public health guidance for the disease involved.

Individuals excluded from campus under this policy are responsible for coordinating with their instructors, supervisors, or program directors regarding academic or work accommodations during the exclusion period.

Supervisors, instructors, and other University personnel coordinating an exposure should provide information regarding resources, as appropriate, and encourage affected individuals to seek assistance where needed.

Isolation and Quarantine Housing

Housing & Residence Life, in coordination with Office of Safety, will identify space that can be used for isolation or quarantine of students living in University housing when necessary and feasible. Students who cannot safely isolate or quarantine on campus will be advised to make alternate arrangements.

Students in isolation or quarantine housing will be provided information regarding scope of services and support.

Outbreak and Emergency Response

When NDHHS or another public health authority identifies an outbreak affecting, or with potential to affect, the University community, Emergency Management will coordinate the University's response in consultation with Student Health Services, the Office of Safety, Housing & Residence Life, Human Resources, Student Affairs, and other units as needed.

The president, or designee, retains authority to implement campus-wide measures during a declared communicable disease emergency. Measures include, but are not limited to, temporary closure of University facilities, buildings, or programs; modification of instructional delivery; implementation of screening, testing, or health and safety protocols; and issuance of emergency notifications pursuant to the University's emergency notification procedures (see Change of University Operating Status in Related Information).

Any such emergency action will be communicated to the University community through official University communication channels as soon as practicable.

Confidentiality

Information regarding an individual's communicable disease status will be treated as confidential and will be shared only with University officials and public health authorities who have a legitimate need to know, consistent with FERPA, HIPAA (where applicable), and other governing privacy law. Supervisors and instructors will not request diagnostic details as a condition of accommodating an absence related to communicable disease.

Employee Leave and Workplace Accommodation

Employees who are excluded from the workplace due to a communicable disease, or who are caring for a family member subject to isolation or quarantine, should contact Human Resources to determine applicable leave options, including sick leave, other accrued leave, or remote work arrangements where feasible and consistent with job duties.

RESPONSIBILITIES

President	• Authorize campus-wide emergency measures during a declared communicable disease outbreak or public health emergency.
Vice Presidents	• Support implementation of communicable disease response measures within their respective divisions.
Deans, Directors & Department Heads	• Communicate exclusion, isolation, or operational changes to affected faculty, staff, and students within their units. • Support continuity of academic and work operations during individual or campus-wide disease events.
Student Health Services	• Administer student immunization compliance. • Provide guidance on individual communicable disease cases, coordinate with NDHHS and support isolation/quarantine planning for students.
Office of Safety	• Administer workplace communicable disease and biological hazard programs. • Coordinate employee exposure response. • Support outbreak investigation and cleaning/disinfection protocols.
Housing & Residence Life	• Identify and manage isolation/quarantine housing space and communicate related guidance to residential students.

Human Resources	• Advise employees on leave options and workplace accommodations related to communicable disease.
Emergency Management	• Coordinate institutional response during outbreak or public health emergency events and manage emergency notifications.
Faculty & Staff	• Comply with exclusion, reporting, and confidentiality expectations under this policy. • Support student and colleague accommodations during illness.
Students	• Comply with immunization requirements, report communicable disease to Student Health Services, and comply with exclusion, isolation, or quarantine guidance.

RELATED INFORMATION

- [34 CFR Part 99 - Family Educational Rights and Privacy](#)
- [45 CFR 164.524 Access of individuals to protected health information \(HIPAA\)](#)
- [Grand Forks Public Health](#)
- [NDCC 23-07 – Reportable Diseases](#)
- [NDUS Procedure 506 - Immunizations and Tuberculosis Screening](#)
- [North Dakota Health & Human Services \(NDHHS\)](#)
- [SBHE Policy 506 - Immunizations and Tuberculosis Screening](#)
- [UND Code of Student Life](#)
- [UND Policy - Change in University Operating Status](#)
- [UND Policy - Emergency Response and Evacuation](#)
- [U.S. Centers for Disease Control & Prevention \(CDC\)](#)

FORMS

- [Immunization Exemption Request](#)

APPENDICES

There are no appendices associated with this policy.

Approval Signatures

Step Description	Approver	Date
Campus Comment	Jennifer Rogers: Director of University Policy	Pending
Executive Council (1st Reading)	Jennifer Rogers: Director of University Policy	09/2026
Policy Advisory Group	Jennifer Rogers: Director of University Policy	09/2026
Policy Office	Jennifer Rogers: Director of University Policy	08/2026
Policy Owner	Kristie Adams: Lab & Research Safety Officer	08/2026
DPS Review	Marcus Simpson: Director for Safety	08/2026

References

CDC, CFR, NDAC, NDCC

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