

IF patient or worker tests positive:

1. Express empathy
2. You will need to **ask the employee which coworkers they have been in “close contact” with within the prior two weeks**. (The CDC defines “close contact” as “a person that has been within six feet of the infected employee for a **prolonged (over 15 minutes at a time)**)
3. You should alert those who have been in close contact with the employee as soon as possible, repeat the advice given on the [CDC site](#) for their situation and, of course, direct them to their own doctors. [The law is clear about confidentiality](#) here: You should tell everyone who was possibly exposed at work to the positive employee without revealing that employee’s identity.
4. Finally, it is helpful for someone to check in on a patient/team member affected by the coronavirus.

If worker may have been exposed to COVID-19

Notice to worker

Either way, **your message is the same:** “Someone in our workplace has tested positive for Covid-19, and they have identified you as a close contact according to the CDC definition. We are here to support you. If you are at work, please prepare to leave as quickly as you can. Once you get home — or if you are already working from there — find a place to self-isolate, monitor yourself for any symptoms, and talk to your doctors. How can I support you in doing all this?”

Give them the facts: “The person tested positive on a certain date and is now self-isolating. **The close contacts have been told and were asked to leave the workplace and self-isolate.** If you were not already told you were a close contact, then you are not one. If you have questions about Covid-19 or your situation please call your doctor and look at the CDC website. The company is here to support everyone during this difficult time, and we all send our best wishes to the people affected.”

If worker/patient is expressing symptoms but not tested for COVID-19

Non-test-based strategy. Exclude from work until

- **At least 3 days (72 hours) have passed *since recovery*** defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and,
- **At least 7 days have passed *since symptoms first appeared***

FOR DOCTORS: Return to Work Criteria for Health Care Professionals (HCP) with Confirmed or Suspected COVID-19
Use one of the below strategies to determine when HCP may return to work in healthcare settings

1. ***Test-based strategy.*** Exclude from work until

- Resolution of fever without the use of fever-reducing medications and
- Improvement in respiratory symptoms (e.g., cough, shortness of breath), and
- Negative results of an FDA Emergency Use Authorized molecular assay for COVID-19 from at least two consecutive nasopharyngeal swab specimens collected ≥ 24 hours apart (total of two negative specimens)[\[1\]](#). See [Interim Guidelines for Collecting, Handling, and Testing Clinical Specimens for 2019 Novel Coronavirus \(2019-nCoV\)](#).

3. ***Non-test-based strategy.*** Exclude from work until

- At least 3 days (72 hours) have passed *since recovery* defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and,
- At least 7 days have passed *since symptoms first appeared*

If HCP were never tested for COVID-19 but have an alternate diagnosis (e.g., tested positive for influenza), criteria for return to work should be based on that diagnosis.

Return to Work Practices and Work Restrictions

After returning to work, HCP should:

- **Wear a facemask at all times while in the healthcare facility until all symptoms are completely resolved or until 14 days after illness onset, whichever is longer**
- **Be restricted from contact with severely immunocompromised patients (e.g., transplant, hematology-oncology) until 14 days after illness onset**
- **Adhere to hand hygiene, respiratory hygiene, and cough etiquette in [CDC's interim infection control guidance](#) (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles)**
- **Self-monitor for symptoms, and seek re-evaluation from occupational health if respiratory symptoms recur or worsen**