WSISD COVID-19 RETURN TO WORK PROTOCOL
Updated 8.10.20

Staff Members Who Have Tested Positive For COVID-19

- An individual who is lab-confirmed to have COVID-19 may return to work when all three of the following criteria are met:
    - At least one day (24 hours) has passed since recovery (resolution of fever without the use of fever-reducing medication);
    - Improvement in symptoms (e.g. cough, shortness of breath); and
    - At least ten days have passed since symptoms first appeared.

Staff Members Who Have Symptoms But Have Not Been Tested for COVID-19

- Must remain off-duty for 10 days
- May return to work after 10 days when all three of the following criteria are met:
    - At least one day (24 hours) has passed since recovery (resolution of fever without the use of fever-reducing medication);
    - Improvement in symptoms (e.g. cough, shortness of breath); and
    - At least 10 days have passed since symptoms first appeared.

or

Staff members can return to work sooner than 10 days if:

- Documentation from a doctor that symptoms are not related to COVID-19 are provided <u>or</u>
- A negative COVID-19 test (A negative Rapid Return COVID-19 test will not be accepted.)

- Staff members <u>must</u> wear protective face covering and maintain social distancing upon return to work.

For Staff Members Who Have Been Exposed to COVID-19 With No Symptoms

- Staff member will remain off duty for 14 days.
- Staff member may return to work after 14 days (with no symptoms for the last 3 consecutive days)
- Staff members <u>must</u> wear protective face covering and maintain social distancing upon return to work.

Symptoms

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness.

Symptoms may <u>appear 2-14 days after exposure</u> to the virus. People with these symptoms <u>may</u> have COVID-19:

- Temperature of 100.4 degrees Fahrenheit or higher when taken by mouth;
- Sore throat;
- **New,** uncontrolled cough that causes difficulty in breathing (or, for staff members with chronic allergic/asthma cough, a change in their cough baseline);
- Diarrhea, vomiting, or abdominal pain; or
- **New** onset of severe headache, especially with a fever.

Close Contact (Exposure)

Close contact is with an individual who is lab-confirmed to have COVID-19. Close contact is determined by an appropriate public health agency. For clarity, close contact is defined as:

- Being directly exposed to infectious secretions (e.g. being coughed/sneezed on); or
- Being within 6 feet for a cumulative duration of 15 minutes; however, additional factors like case/contact masking (i.e. both the infectious individual and the potential close contact have been consistently and properly masked), ventilation, presence of dividers, and case symptomology may affect this determination.

If either occurred at any time in the last 14 days at the same time the infected individual was infectious.

Recovery

- At least 1 day (24 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 10 days have passed *since symptoms first appeared* (CDC)

Prevention

DSHS recommends these everyday actions to help prevent the spread of any respiratory virus, including COVID-19:
- Wash hands often for 20 seconds and encourage others to do the same.
- If no soap and water are available, use hand sanitizer with at least 60% alcohol.
- Cover coughs and sneezes with a tissue, then throw the tissue away.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Disinfect surfaces, buttons, handles, knobs, and other places touched often.
- Avoid close contact with people who are sick.

DSHS also recommends practicing social distancing. Social distancing involves staying away from other people to avoid catching or spreading illness. It means avoiding crowds and minimizing physical contact. This could mean avoiding concerts or weddings, skipping the handshake, and/or staying at least six feet away from others.

Additionally, the CDC recommends using simple cloth face coverings in public to help slow the spread of the virus.

Any employee who believes he/she has symptoms or has been exposed or has received a positive COVID-19 Test **must** report to his/her immediate supervisor AND the Human Resources Office.