

# STANISLAUS STATE RETURN TO WORK/CAMPUS PLAN

## GUIDING PRINCIPLES IN THE TIME OF COVID-19

\*This proposed Return to Work plan has not been implemented and is subject to meet and confer as appropriate. This plan may change if the State releases Guidelines for Higher Education as anticipated.

COVID-19 is a viral respiratory illness caused by the SARS-CoV-2 virus, a novel coronavirus. According to the [CDC](#), COVID-19 is thought to spread mainly through close contact from person-to-person. Some people without symptoms may spread the virus. The virus spreads mainly from person-to-person between people in close contact with one another (within about 6 feet) by aspiration of respiratory droplets by an infected person.

CSU Stanislaus's response to the COVID-19 pandemic seeks to protect the health of our community, while continuing our vital missions. Federal and state workplace safety and health regulations require employers to take steps to protect workers from exposure to infectious, communicable diseases like the Novel Coronavirus (COVID-19), which is widespread in the community. Stanislaus State will comply with federal and state orders related to reducing spread of COVID-19.

CSU Stanislaus's plan is aligned and consistent with federal and state regulations, systemwide policies and regulations, and California's [Phased Reopening Plan](#). This Return to Work supplements California State University, Stanislaus's existing [California Department of Industrial Relations/Office of Health and Safety](#) ("Cal/OSHA") Injury Illness Prevention Plan (Attachment 1).

Cal/OSHA mandates the University implement infection control measures, including applicable and relevant recommendations from the Centers for Disease Control and Prevention ("CDC"), [Interim Guidance for Business and Employers to Plan and Respond to Coronavirus Disease 2019](#), and [Coronavirus Disease 2019 \(COVID-19\): How to Protect Yourself & Others](#).

Because our knowledge and understanding of the COVID-19 virus continues to evolve, this supplemental COVID-19 IIPP and related policies and plans will be updated if information becomes available or to remain in compliance with new or modified orders. The President has the authority to approve in-person or other campus activities if health and safety measures are taken that comply with this policy or as other safety considerations evolve.

### **Applicable Authority and Guidance for the Warrior Return to Work Plan**

The California State University's systemwide [Executive Order 1039](#) ("EO 1039") provides the CSU's guidance on applying Environmental Health and Safety policies and procedures appropriate to the CSU and under applicable regulations.

CSU Stanislaus's decisions involving persons with communicable diseases, such as COVID-19, shall be based on EO 1039, applicable federal and state laws and regulations related to the control of communicable diseases. The University will rely on current and well-informed medical judgments about the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual with a communicable disease, and carefully weighing the identified risks and the available alternatives for responding to an employee with a communicable disease, including COVID-19.

CSU Stanislaus will not discriminate against any job applicant or employee based on the individual having a communicable disease as provided in [California State University Executive Order 1096, Revised March 2019](#).

CSU Stanislaus reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if the University finds that, based on current federal or state guidelines, such restriction is necessary for the welfare of the person with the communicable disease and/or the welfare of others within the workplace.

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

## **Return to Work Responsibility**

CSU Stanislaus's Office of Safety and Risk Management ("S&RM") has been designated with the authority to develop and maintain the campus health and safety program including the IIPP and this supplemental IIPP, Return to Work ("RTW") (EO 1039, Article II, B and C; IIPP p.3). Per Cal/OSHA requirements and EO 1039, the Director of Safety & Risk Management has been designated the Workplace Infection Prevention Coordinator. For the purposes of the COVID-19-specific IIPP, the Workplace Infection Prevention Coordinator or designee will be called the COVID-19 Response Coordinator ("CRC"). The COVID-19 Response Coordinator can be contacted at (209) 664-6500 or [COVID-reporting@csustan.edu](mailto:COVID-reporting@csustan.edu).

Deans, Department Chairs, Directors and Coordinators are responsible for developing department-specific procedures to ensure effective compliance with the RTW and IIPP as they relate to operations under their control. (EO 1039, Article II, D; IIPP p. 4). Before allowing employees to return to campus, Departments will assess building spaces they use to institute measures to physically separate and increase distance. Department supervisors may consider rotating or staggering employee work schedules to allow space for physical distancing in smaller groups. Lower occupancy limits for common-use areas such as break rooms, conference rooms, and restrooms must be implemented to maintain adequate physical distancing.

Facilities will have primary responsibility for disinfecting common areas and other high touch surfaces on campus based on OSHA guidelines for disinfection. Facilities will also maintain hand-sanitizer stations at building entrances, and high-traffic areas, subject to the availability of dispensers and hand sanitizer.

All employees, including student employees, are expected to comply fully with the policies, protocols, and guidelines in the IIPP and RTW. All employees must complete the mandatory COVID-19 training before returning to campus to work. Failure to follow the IIPP and RTW may cause corrective action per the applicable collective bargaining agreement (EO 1039, Article I; IIPP p. 5-6). The campus community share in the responsibility for protecting the health of our community.

If we each implement the measures set forth, the combined effect will reduce the risk of spreading COVID-19 at work.

## **Warrior Return to Work Communication**

Multiple forms of communicating with the campus community will be utilized for notices, training and resources related to the implementation and in support of RTW. Communication will consist of campus wide emails, maintenance of current information on University websites, social media platforms, live meetings with campus community groups, posters, CSU Learn, and physical reminders to maintain appropriate distancing while on campus.

A physical distancing protocol will be placed at each public entrance of the facility to inform all employees and visitors they should:

- Avoid entering a building if they have a cough, fever, or other symptoms of COVID-19. A complete list of COVID-19 symptoms may be located at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>
- Avoid entering a building if they have had personal contact with anyone who has or may have contracted COVID-19 within the last 14 days.
- Maintain a minimum 6-foot distance from one another.
- Sneeze and cough into a tissue or, if not available, into one's elbow.
- Not shake hands or engage in any unnecessary physical contact.

## **Phased Return to Work**

The University intends to repopulate the campus in phases over time in a coordinated process to ensure appropriate distancing, availability of necessary supplies, and the capacity to clean and disinfect. Screening will include self-reporting of symptoms and/or testing for the COVID-19 virus. The California Reopening Plan: Resilience Roadmap requires a detailed risk assessment of all work areas and designate a person at each office work area responsible for implementing the plan.

Departments shall seek approval from their Vice President to begin the RTW risk assessment and phased return approval process. Once approved by the VP to begin the process, the Department will submit a Departmental Risk Assessment and Mitigation Plan ("RAMP") on the Standard Form, Part 1, 2 or 3 as appropriate, including site-specific prevention protocols, to S&RM for evaluation. Requests will be evaluated through a process of risk and resource assessment to establish approval, prioritization and sequence. No unit or department will increase on-campus staffing levels without prior authorization and an approved Department Risk Assessment and Mitigation Plan. It is the responsibility of the Department head who completed the Risk Assessment and Mitigation Plan with S&RM to communicate the plan to department employees and ensure compliance with the plan.

If employees have medical concerns regarding their return to work, they should contact the university's Human Resources, Leaves unit regarding eligible leaves and/or other accommodations which may be available.

## **Prioritization for Phased Return**

As the campus repopulates and operations expand, S&RM will closely monitor and assess the potential spread of the virus, developing federal and state guidance, and existing policies and procedures to mitigate exposure. If localized outbreaks emerge, tighter restrictions and reduced staffing may need to be implemented.

## **Phased repopulation considerations**

There are several options departments should consider to maintain required distancing measures and reduce population density within buildings and work spaces.

Temporary Telecommute: Those who can continue to work remotely to fulfill some or all of their work responsibilities may continue to do so to reduce the number of individuals on campus and the potential spread of the COVID-19 virus. These arrangements, which should be approved by the immediate supervisor and HR, can be done in a full or partial day/week schedule as appropriate based on the campus's legitimate business needs.

Alternating Days: Departments can consider partial staffing on alternate days. Such schedules will help enable distancing, especially in areas with large common workspaces.

Staggered Reporting/Departing: The beginning and end of the workday typically brings many people together at common access points of buildings. Staggering reporting and departure by at least 30 minutes will reduce traffic in common areas to meet distancing requirements.

### **Priority Phase 1: Employees Currently Unable to Work Remotely**

Employees who cannot effectively work remotely will begin returning to campus. During Phase 1, the University will have the opportunity to refine safety measures and operational protocols before campus density increases. Vice President approval and a completed Departmental Risk Assessments and Mitigation Plan are required.

### **Priority Phase 2: On-Campus Work to Support Instruction, Support Students and Research**

It is the intent in priority Phase 2, if allowed by the state and following relevant recommendations by local authorities, to return employees necessary to support summer term and prepare for the fall term. Faculty may be permitted to utilize their office and/or classroom/lab space for preparation of activities. Limited in-person student support services may be allowed. Research activity that includes the use of University facilities on a limited basis may be permitted. Vice President approval and a completed Department Risk Assessments and Mitigation Plan are required.

### **Priority Phase 3: On-Campus Work to Support the University's Mission**

Employees necessary to support the University's Strategic Plan and Education Mission may be phased into on-campus work with Vice President approval and a completed Department Risk Assessments and Mitigation Plan. Phase 3 staffing will not be allowed until Higher Education is part of California's Phase Repopulation plan and upon additional approvals by the CSU.

### **Priority Phase 4: Return to Full Repopulation**

When possible, a return to full repopulation will be implemented under applicable state and CSU authority.

## **COVID-19 Self-Assessment for Symptoms and Exposure**

To keep you and our community safe, CSU Stanislaus is following CDC and state health department recommendations regarding pre-work symptom checks.

All employees should monitor symptom onset daily to lessen the community spread of COVID-19. If you have questions about your exposure, have a recorded temperature of greater than 100.4 degrees, or have any of the listed symptoms, you should contact your medical provider for an assessment and COVID-19 testing if directed by your healthcare provider or the local public health department.

The University is requiring every employee to conduct a short self-assessment for COVID-19 symptoms and risk factors each day, even if just to make a quick visit, by documenting the answers to these questions:

Do I have any of the following symptoms not attributable to another condition?

- Fever (elevate for you/100.4°F or greater),
- Cough,
- Shortness of breath or difficulty breathing,
- Or at least two of these symptoms:
  - Chills
  - Repeated shaking with chills
  - Fatigue
  - Muscle or body aches
  - Congestion or runny nose
  - Headache
  - Sore throat
  - New loss of taste or smell
  - Nausea or vomiting
  - Diarrhea

Are you caring for someone diagnosed with COVID-19?

Has anyone in my household been asked to self-isolate while waiting for test results?

Within the last 14 days, have you been in contact with someone with a confirmed diagnosis of COVID-19?

Have you traveled internationally?

- Please contact the CRC at (209) 664-6500 or [COVID-response@csustan.edu](mailto:COVID-response@csustan.edu) if you have traveled internationally. The Department of State has issued a Global Level 4 Health Advisory for U.S. citizens to avoid all international travel.

If your response is YES to any of the above questions, please immediately contact your supervisor to let them know you cannot report onsite due to a YES response to the Prework Health Assessment.

The supervisor shall contact the CRC as soon as possible after receiving a report of an affirmative response of an employee to the Prewrite Health Assessment. The CRC will develop the plan of action in consultation with Human Resources and other units as necessary while protecting the confidentiality of the employee. The CRC or the Leaves Program Unit will contact the employee.

The employee can also contact the CRC at (209) 664-6500 or [COVID-response@csustan.edu](mailto:COVID-response@csustan.edu) to obtain guidance but should follow the applicable collective bargaining agreement regarding calling into work sick.

Employees experiencing any of the warning signs below should contact a medical provider or report to the nearest emergency department **immediately**:

- Trouble breathing
- Persistent pain or pressure in chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

## **COVID-19 Employee Safety Training**

To prepare for returning employees to return to work, all employees will undergo training on how to limit exposure to and the spread of the COVID-19 virus. The mandatory training for returning to campus will be assigned to all employees through CSU Learn in addition to ongoing health and safety training mandated by the IIPP or as applicable regulations or CSU policies are created or modified.

As federal or state guidance related to stopping the spread of COVID-19 is developed, S&RM will provide additional training materials for departments.

Training will include, among other things as necessary:

- Ways to avoid exposure to and limit the spread of the virus (avoid large gatherings, avoid close contact with others, practice distancing, wear a protective face covering, and practice frequent handwashing);
- How employees can screen themselves for symptoms (including what they currently known symptoms are, how to detect them); and
- Reporting of COVID-19 symptoms, diagnosis, or any related workplace issues (including to whom and in what manner).

## **COVID-19 Individual Control Measures and Screening**

The campus community will be reminded about the importance of personal safety practices such as physical distancing through multiple forms of media, reminders during regularly scheduled department meetings for the department and emails.

### **Face Coverings**

On June 18, 2020, the California Department of Public Health issued [Guidance on the Use of Face Coverings](#), which broadly requires the use of face coverings in California when in public or common spaces. The University will comply with California's June 18, 2020 mandate that face coverings be worn state-wide in the circumstances and with the exceptions outlined below. Mandatory face coverings do not substitute for other protective measures such as distancing and frequent handwashing.

Effective immediately and until further notice, all employees must wear a face covering when in common areas in the workplace or when physical distancing is not possible, including times of brief interaction between employees.

CSU Stanislaus purchased a limited supply of cloth face coverings for employees to use in the workplace. The University will provide face coverings to all employees. You may use your own face covering if preferred so long as the use and care guidelines below are followed.

Employees working alone in their offices need not wear face coverings, but any time an employee is in a common area or within six feet of another person, the employee must be wearing a face covering.

If an employee's medical condition prevents the use of cloth face coverings, the employee should wear a non-restrictive alternative such as a face shield with a drape on the bottom edge, as long as their condition permits it. If you believe you have a condition which restricts the use of a face covering while on-campus, please contact the University's Leaves Program at (209) 667-3351 or [leavesprogram@csustan.edu](mailto:leavesprogram@csustan.edu).

### **Face Covering Appropriate Use Guidelines for Campus Distribution**

Face coverings are only effective for protection if they are handled, worn, stored and disposed of properly. Even when wearing a face covering, employees must maintain distancing (six feet of space between employees) when possible. Appropriate use of face coverings will be communicated to the campus community in multiple media forms for social norming.

For details regarding cloth face coverings, including how to create, wear and care for home-made face coverings, visit the [CDC website](#).

Employees should adhere to these guidelines when wearing a face covering:



- Practice proper hand hygiene. Before and after handling the face covering (to put on, adjust, or take off), either wash your hands or use hand sanitizer to reduce cross-contamination risk. The outside of the face covering is considered dirty.
- To ensure that you are wearing the face covering properly, make sure the face covering is fitted over your ears and is covering your nose, mouth and chin.
- Mark the outside of the face covering so you can easily identify which side is the outside of the face covering, and handle it accordingly. Consider marking the outside with your initials in permanent ink.
- Remove the cloth face covering while eating during your meal period.
- Do not touch the outside of your face covering while it is on your face.
- Don't pull your face covering below your chin while you are wearing it. Leaving the face covering dangling or improperly fitted to your face creates opportunities for cross-contamination.
- After removing a cloth covering, please inspect it to see if it is torn, wet, or soiled.
- If it is, please throw it away and use a new face covering.
- If not, please properly store the face covering as follows:
  - Fold the face covering in half so that the outside surfaces are touching
  - Place the face covering into a clean bag or container
- Keep a paper bag or plastic Ziploc-style baggie handy for storing the face covering every time you take it off.
- Always store a face covering in a clean place. Never store it in a purse or pocket.

REMEMBER — The use of a face covering is not a substitute for physical distancing and washing hands and staying home when ill.

### **Physical Distancing**

Keeping space between you and others is one of the best tools we have to avoid being exposed to the COVID-19 virus and slowing its spread. Employees at work on-site must follow these physical distancing practices:

- Stay at least 6 feet from other people at all times
- Do not gather in groups of 10 or more
- Avoid unnecessary meetings: use videoconferencing, phone call and email to communicate. In person meetings should not exceed 50 percent of a room's capacity, assuming individuals can still maintain 6 feet of separation for physical distancing requirements.
- Considering eating outside or at your desk and avoid facing others while eating.
- In the workplace, employees must follow all notifications, postings, and marking related to physical distancing on campus. These markings may appear both indoors and out.

### **Handwashing and Hand Sanitizer**

According to the [CDC](#), handwashing for at least 20 seconds is one of the best ways to protect yourself and your family from getting sick especially after being in a public place, or after

blowing your nose, coughing, sneezing, or touching your face. If soap and water are not readily available, the University will provide hand sanitizer as available. Cover all surfaces of your hands with sanitizer and rub them together until they feel dry. Avoid touching eyes, nose, and mouth and wash with soap and water when available.

### **Clean and Sanitize Individual Spaces**

Facilities will clean common areas based on CDC guidelines for disinfection. Employees should also wipe down commonly used surfaces before and after use with University-provided cleaning supplies appropriate for the surface. This includes shared-space location or equipment (e.g. copiers, printers, computers, A/V and other electrical equipment, coffee makers, tables, kitchen appliances, light switches, doorknobs, etc.).

### **Breakrooms**

Employees are asked to place their dirty dishes in to the dishwasher after use, dispose of all refuse so that no one else has to do so or come into contact with it, and wash their hands after completing the above tasks. Employees are encouraged to wipe down the surface areas they touch before and after use, such as handles on the dishwasher, microwaves and refrigerators, doorknobs, countertops, and tables. Wipes and sanitizer will be provided. Employees must maintain physical distancing while utilizing breakrooms.

## Reporting and Monitoring Employee Illness Protocol

Cal/OSHA requires implementation of infection control measures, including applicable and relevant recommendations from the Centers for Disease Control and Prevention (CDC). All employees must abide by these protocols for reporting illness.

### If an Employee Feels Ill at Home:

If you are sick and/or experiencing symptoms of illness associated with the COVID-19 virus e.g. fever, cough, shortness of breath, respiratory infection/distress or other symptoms of COVID-19. A complete list of COVID-19 symptoms may be located at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>.

- **DO NOT** report to work.
- Contact your supervisor and let them know you are ill and/or experiencing symptoms associated with COVID-19 related to a YES response to the Prework Health Assessment.
- Contact your healthcare professional for guidance.
- NOTE: If you are experiencing severe symptoms and require urgent medical attention, call 911.

### If an Employee Reports to Work Sick:

The supervisor is the appropriate person to approach the employee about leaving the worksite for the day until they are not exhibiting symptoms associated with COVID-19.

- The supervisor should obtain the employee's preferred contact information so the CRC can reach the employee for follow up information.
- NOTE: If the employee is experiencing severe symptoms and requires urgent medical attention, call 911 and notify the dispatcher that the distressed employee may have COVID-19 symptoms, so emergency medical service responders may use appropriate precautions.
- If the employee requires urgent medical attention, place the employee will be isolated while waiting for emergency response to arrive.
- If necessary, immediately contact the employee's supervisor and the CRC and advise them that the employee was sent home because the employee was ill and/or experiencing symptoms associated with COVID-19.

### If an Employee Becomes Sick at Work:

If you feel sick and/or experiencing symptoms of illness associated with the COVID-19 virus:

- Immediately report the symptoms to your supervisor and to the CRC, if possible.

- NOTE: If you are experiencing severe symptoms and require urgent medical attention, advise your supervisor so they can call 911.
- Your supervisor and/or the CRC will direct you to leave work or place you in an isolation room.
- Provide your preferred contact information to your supervisor before leaving the workplace if possible.
- Avoid close contact with other employees while at and when leaving the workplace.

If you believe that one of your coworkers may be exhibiting symptoms of illness associated with the COVID-19 virus, please contact the CRC at (209) 664-6500 or [covid-reporting@csustan.edu](mailto:covid-reporting@csustan.edu).

The CRC will:

- Contact the employee and ask the employee if the employee is feeling well.
- If the employee indicates that the employee is feeling sick, the CRC will ask the employee for the employee's preferred contact information and instruct the employee to go home and contact their healthcare provider for guidance.
- NOTE: If the employee is experiencing severe symptoms and requires urgent medical attention, the CRC or supervisor will call 911 and notify the dispatcher that the distressed employee may have COVID-19 symptoms, so emergency medical service responders may use appropriate precautions; then place the employee in an isolation room.
- Instruct the employee to follow the CDC-recommended steps for individuals to follow if they are sick ("What To Do If You Are Sick" available here: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>).
- Inform the employee that the employee cannot return to work until the employee meets the criteria in the CDC "[What To Do If You Are Sick](#)" guidelines.
- The CRC or Leaves Program unit will contact the employee's supervisor and advise the supervisor that the employee was sent home because the employee was ill.

## **Cleaning and Disinfecting of Employee's Work Area**

After an employee has been identified as exhibiting symptoms of illness associated with the COVID-19 virus:

- The CRC shall contact Facilities and request they clean and disinfect the suspected employee's work area, including their desk, chair, telephone, desktop and computer equipment.
- In cleaning the work area, Facilities should also clean the nearby common areas, including but not limited to:
  - Door handles/push plates,
  - Light switches,
  - Elevator buttons,
  - Break room tables and chairs,
  - Kitchen and restroom faucets.

## **Human Resources/Leaves Program Unit Follow Up with the Employee**

After an employee has been identified as exhibiting symptoms of illness associated with the COVID-19 virus, the Human Resources, Leaves Program shall contact the employee via telephone or email (using the contact information provided by the employee) to:

- Inquire about the employee's current symptoms.
- Verify that the employee has self-isolated.
- Advise the employee to call a health care provider and seek testing if they have not already done so.
- Instruct the employee to notify HR of the test results when the results are received.
- Ask the employee to identify any other employees with whom the employee has been in close contact two days before and after the employee felt ill. An optional Close Contact Log for personal use will be available on the [COVID-19 webpage](#).
- Employees shall be instructed to stay home and not come to work until the CDC's criteria to discontinue home isolation are met, in consultation with their healthcare provider. (See <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>)

If Human Resources cannot reach the employee via telephone, Human Resources shall leave a voicemail message and attempt to contact the employee via text message, email, and/or US Mail.

## **Testing Management**

### Positive Test Results

If a campus community member tests positive for COVID-19, and exposed others on campus, the CRC will follow the IIPP and this RTW plan and all applicable federal and state orders.

The University will be forthcoming with as much factual information as necessary to mitigate risks without violating the privacy of faculty/staff, employees, students, vendors, etc. positive for COVID-19 or those potentially exposed.

### Communication Protocol

All known or suspected cases of COVID-19 will be referred as soon as possible to the CRC, or designee. The following communication protocol will be immediately enacted:

1. CRC notifies Stanislaus County Public Health or San Joaquin County Public Health as appropriate
2. CRC notifies President
3. CRC notifies HR, as needed
4. CRC notifies Capital Planning and Facilities Management, as needed.

### Case Management Action

- The CRC or designee will contact the positive confirmed case to identify: the last date the individual was on campus, the location(s) the individual visited while on campus and close contacts the individual may have come into contact.

- If positive person has not been on campus, the CRC will assist the local public health department, if needed.
- A contact list identifies campus constituents who were in close contact with a suspected or positive individual from 48 hours before symptoms began, until the individual left campus. Anyone identified as potentially exposed to a suspected case or person under investigation (PUI) must self-monitor and anyone potentially exposed to a confirmed case must self-quarantine and contact their healthcare provider. The case manager will attempt to create this list if unavailable after speaking with the positive person.

## COVID-19 TESTING

When an infectious disease outbreak begins, the ideal response is for public health officials to start testing as soon as possible. Testing leads to quick identification of cases, prompt isolation/treatment of for those people, and immediate isolation to prevent the spread. Early identification aids in contact tracing to minimize the transmission of those who potentially have been exposed and their exposure to others.

Testing sites, including community sites with free testing, can be located through [Stanislaus County Public Health Services Agency](#) or [San Joaquin County Health Services Agency](#).

### Negative Test Results

The University intends to rely upon the CDC's guidance on when home isolation can end based upon the circumstances of an individual's self-isolate or self-quarantine as a protective measure or following the recovery after a positive test for COVID-19.

Employees with COVID-19 who have stayed home can stop home isolation and return to work when they have met one set of criteria:

Option 1: If, in consultation with a healthcare provider and local public health authorities knowledgeable about locally available testing resources, it is determined **an employee will not have a test** to determine if they are still contagious, the employee can leave home and return to work after these three conditions have been met:

- The employee has had no fever for at least 72 hours (that is 3 full days of no fever without medicine that reduces fevers),  
AND
- Respiratory symptoms have improved (for example, cough or shortness of breath have improved),  
AND
- At least 10 days have passed since their symptoms first appeared.

Option 2: If, in consultation with a healthcare provider and local public health authorities knowledgeable about locally available testing resources, it is determined **the employee will be tested** to determine if the employee is still contagious, the employee can leave home and return to on-site work after these three conditions have been met:

- The employee no longer has a fever (without medicine that reduces fevers),  
AND
- Respiratory symptoms have improved (for example, cough or shortness of breath have improved),  
AND
- They received two negative tests in a row, at least 24 hours apart. Their doctor should follow [CDC guidelines](#).

The employee should work with the University's [Leaves Program unit](#) to establish the return to on-site work.

Additional Information / Resources

[CDC Considerations for Institutions of Higher Education](#)

[CDC Guidance for Cleaning and Disinfecting Public Spaces, Workplaces, Businesses and Schools](#)

DRAFT