

Return to Work Policy for Employees with Suspected or Confirmed COVID-19

<CLINIC> policy for returning to work will follow the Center(s) for Disease Control (CDC) and Kansas Department of Health and Environment (KDHE) Guidelines.

Employees symptomatic with suspected or confirmed COVID-19 (Either strategy is acceptable depending on circumstances):

- **Symptom-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 10 days have passed *since symptoms first appeared*.

- **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 COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected \geq 24 hours apart (total of two negative specimens).

Employees with laboratory-confirmed COVID-19 who have not had any symptoms (Either strategy is acceptable depending on circumstances):

- **Time-based strategy. Exclude from work until:**
 - 10 days have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms since their positive test. If an employee develops symptoms, then the *symptom-based* or *test-based strategy* should be used. **Note**, because symptoms cannot be used to gauge where these individuals are in the course of their illness, it is possible that the duration of viral shedding could be longer or shorter than 10 days after their first positive test.

- **Test-based strategy. Exclude from work until:**
 - Negative results of a Food and Drug Administration (FDA) Emergency Use Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at



least two consecutive respiratory specimens collected ≥ 24 hours apart (total of two negative specimens).

Requests for Medical Information and/or Documentation

If you show symptoms or have laboratory-confirmed COVID, it may become necessary to request information from you and/or your health care provider. In general, we would request medical information to confirm your need to be absent, and to know that it is appropriate for you to return to work. As always, we expect and appreciate your cooperation if and when medical information is sought.

Confidentiality of Medical Information

Our policy is to treat any medical information as a confidential medical record. In furtherance of this policy, any disclosure of medical information is in limited circumstances with supervisors, managers, first aid and safety personnel, and government officials as required by law.