

POLICIES – CONTROL AND PREVENTION

Employees are reminded that they must notify their supervisor and NOT report to work when ill or displaying symptoms of COVID-19. Employees who are well, but have a family member with a confirmed case of the flu or COVID-19 must notify their supervisor and stay home and follow all CDC recommended precautions before returning to work.

EEOC allows employers to ask employees if they are experiencing symptoms of COVID-19, **never** symptoms that are unrelated to COVID-19; symptoms include:

- Coughing
- Shortness of breath/difficulty breathing
- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- Ness loss of taste or smell

EEOC allows employers to measure employees' body temperature on a daily basis¹

- Results are confidential
- CDC says anyone with a fever of 100.4 degrees Fahrenheit or higher should not go out in public and should consult with their doctor
- Employers should be aware that some people with COVID-19 do not have a fever

EEOC allows employers to require employees to wear protective gear (for example, masks and gloves) and observe infection control practices (for example, regular hand washing and social distancing protocols)

- Employees who need a special accommodation under the ADA or a religious accommodation under Title VII should be provided with a modification or alternative if feasible and not an undue hardship on the employer

This document is a compilation of best practices, recommendations, rules, laws, etc. derived from sources including: EEOC, OSHA, CDC, White House – coronavirus.gov, CT.gov – coronavirus, SHRM and more
As managers, it is important to understand what you can and cannot do during this crisis:

1. You CAN ask if someone is experiencing symptoms of COVID-19 (refer to symptoms above) ...You CANNOT ask about symptoms unrelated, as you may unwittingly elicit information about a disability, which would violate ee rights under the ADA Rehabilitation Act. (eg..if an employee calls out sick, you cannot ask them what their symptoms are

¹ EEOC guidance provides than an employer may choose to administer COVID-19 testing to employees before they enter the workplace

