



Return to Work Guidelines Coronavirus Disease (COVID-19)

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Adapted from AFMC/SGP



To help prevent the spread of 2019 coronavirus disease (COVID-19) in the community, Department of Defense (DoD) Commanders in coordination with medical experts have instituted transmission-based precautions. Transmission-based precautions include self-quarantine, ordered quarantine, and ordered isolation. Personnel who have symptoms of acute respiratory illness should notify their supervisor and avoid going to work. Personnel who have a high risk exposure to COVID-19 or who have traveled overseas, on a cruise, or to areas deemed high risk within the United States by military, state, and local health officials should be placed under quarantine. Personnel who are found to be infected with COVID-19 should be placed under isolation at a healthcare facility, home, or another designated isolation facility.

The decision to discontinue transmission-based precautions and allow personnel to return to work (RTW) is based on weighing the overall risks of severe illness and death and balancing the potential benefits of decreasing transmission through the exclusion of ill persons with minimizing social disruption. This guidance will continue to be updated as more information becomes available.

Self-Quarantine - Travel

After **travel to a high risk location**, personnel may RTW if no symptoms develop after **14 days** since the date of departure from high risk location or the last date of high risk exposure to the individual with COVID-19, if they remain free of symptoms. You **cannot test-out** of self-quarantine; you must remain in quarantine for the full 14-day incubation period. Self-quarantine members are instructed to only leave their designated area for essential items.

Ordered Quarantine - Close Contact

After **close exposure to a known COVID-19 patient**, personnel may be screened by Public Health and placed under ordered quarantine. These individuals may also return to work after **14 days** since the last date of high risk exposure if they remain free of symptoms. You **cannot test-out** of ordered quarantine. Ordered quarantine prohibits the member from leaving their designated location.

Confirmed or Suspected COVID-19 Case – Ordered Isolation

After being scheduled for COVID-19 testing, personnel may be placed on ordered isolation. If diagnosed with COVID-19, these individuals to remain under ordered isolation and are not to leave their designated location until the following criteria is met and the individual is cleared by Public Health:

- At least 3 days (72 hours) have passed since recovery defined as resolution of fever (temp < 100.4° F) 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.

Some cases may require testing for release of the individual. Those are unique cases to be determined by the Public Health Emergency Officer in conjunction with Public Health. Those individuals must be without fever and improving in their symptoms and have negative results from two consecutive tests collected more than 24 hours apart.

Other Acute Respiratory Illness (i.e. flu and influenza like illnesses):

Stay Home from Work

Personnel who have symptoms of acute respiratory illness but do not have any risks for COVID-19 or have been screened negative either by assessment or testing are recommended to stay home and not report to work until they are free of the following for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants):

- Fever (100.4° F [38° C] or greater using an oral thermometer)
- Signs of a fever (shivering, shaking, chills, body aches, headaches, excessive sweating, etc.)
- Any other symptoms (sore throat, persistent cough, sinus congestion, fatigue, etc.)