

## **DEFINITIONS**

### **Higher Risk Populations**

- Upon request, employees who are at higher risk for severe illness with COVID-19 should continue to work remotely or be given alternate work arrangements to ensure they can work with limited face-to-face contact with other individuals. Employees who live with or care for an individual who is considered higher risk may exercise appropriate leave provisions. Based on what is known to date, the GDPH identifies higher risk as:
  - Older adults (65 or older)
  - People of all ages with underlying medical conditions, including, but not limited to:
    - Heart disease or serious heart conditions
    - Severe Obesity (BMI of 40 or higher)
    - Chronic kidney disease undergoing dialysis
    - Liver disease
    - Diabetes
    - Chronic lung disease or moderate to severe asthma

### **Sick Employees**

- Employees who are sick **but not** with COVID-19 symptoms should follow the care recommendations of their regular medical provider.
- Employees **who have tested positive or who have symptoms** of COVID-19 should seek medical care, notify Human Resources, and stay at home. These symptoms may appear **2-14 days after exposure to the virus**:
  - Fever > 100.4° F
  - Cough
  - Shortness of breath and/or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Sore throat
  - New loss of taste or smell
  - Vomiting and /or diarrhea
- **Persons with COVID-19 who have symptoms** and were directed to care for themselves at home may return to campus under the following conditions.
  - **Symptom-based strategy**  
**The employee has experienced:**
    - 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**  
**The employee has experienced:**
    - 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 ≥24 hours apart (total of two negative specimens). Of note, there have been reports of prolonged detection of RNA without direct correlation to viral culture

- **Persons Who have NOT had COVID-19 Symptoms but Tested Positive** and were directed to care for themselves at home may return to campus under the following conditions:
  - **Time-based strategy**
    - At least 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 they develop 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**
    - 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)\*. See [Interim Guidelines for Collecting, Handling, and Testing Clinical Specimens from Persons for Coronavirus Disease 2019 \(COVID-19\)](#). Note, because of the absence of symptoms, it is not possible to gauge where these individuals are in the course of their illness. There have been reports of prolonged detection of RNA without direct correlation to viral culture.
  
- **Cleaning and Disinfecting**
  - When possible, areas where the affected employee has been should be closed for 24 hours or as long as possible without disrupting campus operations.
  - Ventilation in the contaminated areas should be increased to facilitate air filtration.
  - Supervisor will notify Plant Ops regarding need to clean and disinfect contaminated area(s).
  
- **Management of Other Respiratory Illnesses on Campus**  
 Any employee who is exhibiting fever and respiratory symptoms should remain home regardless of testing or type of illness until:
  - He/she has had no fever for at least 72 hours without the use of fever-reducing medication **AND**
  - Other symptoms have improved **AND**
  - At least 7 days have passed since symptoms first appeared

**Employees are required to notify the AMSC Human Resources office and their immediate supervisor if any of the above situations apply. A written request detailing their needs and requested support is needed. If FFCRA leave has been exhausted, the employee will need to use any other available leave.**