

Oakland University

COVID-19 Preparedness and Response Plan – Returning to Work Following Illness or Exclusion

The situation remains fluid, the University will make adjustments to these requirements based on best practice recommendations of the Centers for Disease Control (CDC) and state and local health departments.

Return to Work after excluding yourself related to pre-existing COVID-19 Risk Factors (i.e. diabetes, heart conditions, etc.) - but no actual COVID-19 related illness:

- If, upon return, employees require resources beyond those already adopted as part of the University COVID-19 response, these would need to be directed through the Director of Diversity and Inclusion for review.

Employees must complete the confidential Daily Screening Checklist prior to arrival in the workplace to verify that they are not experiencing any COVID-19 related symptoms (fever, cough, shortness of breath) and disclose if they had recent contact with a confirmed COVID-19 case. Employees experiencing these symptoms must stay home. Those employees who develop COVID-19 related symptoms such as fever, cough and shortness of breath while at work must leave work and:

1. Notify their Supervisor and seek medical attention from their health care provider as indicated.
2. Notify Graham Health Center Director if COVID-19 is suspected (248.370.2341).
3. If self-isolation, self-quarantine or self-monitoring is recommended by either the local health department, or Graham Health Center, the employee must follow these guidelines. [Self-Monitoring, Isolation, and Quarantine Guidance 3.31.20.pdf](#).

Return to Work after being off for a COVID-19 related illness (confirmed or suspected)

1. **If you are unable to have a follow up COVID-19 test** to determine if you are still contagious, provide a note from your health care provider stating:
 - You have had no fever for at least 72 hours (that is three full days of no fever without the use medicine that reduces fevers) AND,
 - other symptoms have improved (for example, when your cough or shortness of breath have improved) AND,
 - at least 10 days have passed since your symptoms first appeared

2. **If you will have a COVID-19 follow up test** to determine if you are still contagious, provide a note from your health care provider stating:
 - You no longer have a fever (without the use medicine that reduces fevers) AND
 - other symptoms have improved (for example, when your cough or shortness of breath have improved) AND
 - You received two negative tests in a row, 24 hours apart.

3. Absent a return to work clearance from a healthcare provider, employees must schedule a symptom/temperature check at Graham Health Center prior to returning to the workplace.