

I. POLICY

It is the policy of Eastern Virginia Medical School (EVMS) to prevent and control the spread of communicable diseases that are easily transmitted in the workplace. Employees with signs and symptoms of communicable diseases may be referred to, and evaluated by, the Occupational Health Department staff. Work restrictions will be made on a case-by-case basis, taking into account the medical facts presented and the best interests of all members of the EVMS community.

II. PROCEDURE

A. Signs and Symptoms. Supervisors should be aware of the general signs and symptoms of communicable diseases as well as any specific symptoms provided by one or more public health regulatory agencies (Virginia Department of Health, Centers for Disease Control etc.) that may include, but are not limited to:

1. Fever > 100.5 degrees F/38 degrees C
2. Cough > 2 weeks
3. Conjunctivitis, drainage from one or both eyes
4. Active Herpes Simplex lesions
5. Chicken Pox
6. Open, draining wounds or weeping dermatitis
7. Infectious skin lesions/rash
8. Jaundice
9. Acute diarrhea
10. Vomiting

B. Evaluation by Occupational Health. Supervisors may refer an employee exhibiting any signs and symptoms of communicable diseases for evaluation by the Occupational Health Department staff. Occupational Health will conduct evaluations by telephone or in person and may require the employee to seek diagnosis by a qualified health professional.

C. Work Restrictions.

1. Based on symptoms revealed during the evaluation, Occupational Health may impose work restrictions, including sending the employee home for a specified period of time (i.e. six days after the appearance of chicken pox, 24 hours after free of fever, etc.) or until the employee brings a written statement from the employee's health care provider indicating that the individual is no longer infectious and, as of a specified date, is able to return to work. If tuberculosis is suspected by Occupational Health or confirmed by the employee's health care provider, the employee may be required to take a PPD (tuberculosis skin test) before returning to work. Occupational Health shall inform the supervisor and the director of Human Resources of any work restrictions and criteria the employee must meet before returning to work.

2. In addition to work restriction outlined above, EVMS may impose protective measures (e.g., universal masking, social distancing, requirements for PPE) for the EVMS campus in accordance with protocols or other guidance approved by the EVMS Academic Occupational Health and Safety Committee (AOHSC). Such measures shall become part of this policy upon AOHSC approval, and supervisors shall be responsible for enforcing same.

3. Failure to abide by any work restriction or protective measure shall be subject to disciplinary action by Human Resources.