<table>
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<tr>
<th>Symptom/Exposure Review</th>
<th>Can I Work Today?</th>
<th>Do I Need to Stay at Home? Additional actions</th>
<th>When Can I Return to Work?</th>
</tr>
</thead>
</table>
| **1. In the past 24 hours, have you had one or more of these symptoms, which is new or not explained by a pre-existing condition?**  
- Fever, chills, or shivering/shakes (≥ 37.8°C / 100°F)  
- Cough  
- Sore throat  
- Runny or congested nose (not related to allergies)  
- Difficulty breathing or shortness of breath  
- Unexplained muscle aches  
- Feeling unusually weak or fatigued  
- Loss of sense of smell or taste  
- Diarrhea (defined as ≥ 3 stools in 24 hrs)  
- Eye redness +/- discharge (“pink eye,” not related to allergies) | NO | YES, stay at home  
- Consult with your medical provider as needed or if symptom worsens  
- Call COVID Hotline (415.514.7328) for testing and evaluation | Complete Symptom Resolution required for staff working on “High Risk Units”  
- If COVID-negative:  
  Return when >3 consecutive days without fever and 24 hrs since symptoms resolved (acceptable with improving or lingering symptoms if wearing mask and not working with High-Risk Units or Areas)  
  When not part of a pre-existing condition, diarrhea must be resolved at least 48 hrs before return to work  
  YOU’RE ABLE TO CLEAR VIA THE DAILY HEALTH SCREENER. YOUR PASS ACTS AS THE OHS CLEARANCE LETTER.  
- If COVID-positive: follow guidance in #9  
- If COVID-untested:  
  Check with COVID Hotline (415.514.7328)  
  10-day quarantine since symptom onset is an acceptable alternative to COVID-19 testing. If immunocompromised, then 20-day quarantine required)  
  *For Isolated Runny Nose at Benioff Children’s Hospital, if you work on a High Risk Unit, a respiratory virus panel will be performed.  
  **If COVID-negative but positive for any other respiratory viruses:** Do not return to High Risk Unit for work until symptoms are resolved at ≥ 3 days since Runny Nose onset  
  **If COVID-negative and negative for all other respiratory viruses:** Return to work after ≥3 days since Runny Nose onset with symptom monitoring; if ANY symptoms arise, notify manager, go/stay home and call COVID hotline (415.514.7328) for further review |

Direct questions about the process to the COVID-19 Hotline at 415-514-7328 or Occupational Health COVID Response Team at 415-476-8000
<table>
<thead>
<tr>
<th>Symptom/Exposure Review</th>
<th>Can I Work Today?</th>
<th>Do I Need to Stay at Home?</th>
<th>When Can I Return to Work?</th>
</tr>
</thead>
</table>
| 2. In the past 14 days, have you had one or more of these symptoms, which is new or not explained by a pre-existing condition? | No, stay at home                                                                                      | YES, stay at home                                                                                      | If COVID-negative AND symptom-free > 24 hours: You are cleared to work onsite if you meet ALL of the following criteria:  
  • Fever-free for 72 hrs without use of a fever-reducing medication  
  • Diarrhea-free for 48 hrs (when not part of a pre-existing condition)  
  • You have communicated with your supervisor about your negative result and meeting criteria above  
  • You have attested to these criteria on the daily screener ([click here](https://example.com) or text SCREEN to 83973) |
|                                                                                       | • Consult with your medical provider as needed or if symptom worsens                                      | • Consult with your medical provider as needed or if symptom worsens                                      | If COVID-negative AND lingering symptoms:  
  • You’ve consulted with your medical provider to consider additional treatment or alternative diagnoses  
  • You’ve received a clearance letter to return to work; call COVID Hotline (415.514.7328) if awaiting letter |
|                                                                                       | • Call COVID Hotline (415.514.7328) for testing and evaluation                                          | • Call COVID Hotline (415.514.7328) for testing and evaluation                                          | If COVID-positive: follow guidance in #9                                                                              |
|                                                                                       | • If you receive a negative test result, see return-to-work criteria in last column                     | • If you receive a negative test result, see return-to-work criteria in last column                     | If COVID-positive: follow guidance in #9                                                                              |
|                                                                                       |                                                                                                       |                                                                                                       | If COVID-untested:  
  • Check with COVID Hotline (415.514.7328).  
  • 10-day quarantine since symptom onset is an acceptable alternative to COVID-19 testing. If immunocompromised, then 20-day quarantine required. |
|                                                                                       |                                                                                                       |                                                                                                       | If COVID-untested:  
  • You may continue to work  
  • Self-monitor for 14 days                                                                                       | If COVID-negative:  
  • You may continue to work. No OHS Clearance Letter is required                                          | If COVID-untested: follow guidance in #9                                                                 |
|                                                                                       |                                                                                                       |                                                                                                       |                                                                                                               |
| 3. In the past 14 days, have you had new symptoms that you believe are due to allergies or another pre-existing condition? | YES, you can continue to work today.  
  • If you are working onsite at UCSF location, testing is recommended but not required. Call the COVID Hotline (415.514.7328) for testing options. | NO, you may continue to work.  
  • Self-monitor for 14 days                                                                                       | If COVID-negative:  
  • You may continue to work. No OHS Clearance Letter is required                                          | If COVID-positive: follow guidance in #9                                                                 |
|                                                                                       |                                                                                                       |                                                                                                       | If COVID-negative:  
  • You may continue to work. No OHS Clearance Letter is required                                          | If COVID-positive: follow guidance in #9                                                                 |
|                                                                                       |                                                                                                       |                                                                                                       | If COVID-untested:  
  • You may continue to work  
  • Self-monitor for 14 days                                                                                       | If COVID-untested: follow guidance in #9                                                                 |
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<thead>
<tr>
<th>Symptom/Exposure Review</th>
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<th>Do I Need to Stay at Home?</th>
<th>When Can I Return to Work?</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. In the past 10 days, have you returned from travel outside the U.S.?</td>
<td>NO, you cannot work today.</td>
<td>YES, stay at home until you have obtained OHS clearance to return to work.</td>
<td>OHS CLEARANCE LETTER IS REQUIRED BEFORE RETURNING TO WORK. General principles listed below.</td>
</tr>
<tr>
<td>Additional UCSF travel guidance found here: <a href="https://coronavirus.ucsf.edu/travel#travelreturn">https://coronavirus.ucsf.edu/travel#travelreturn</a></td>
<td><strong>Before Returning to the U.S.</strong> The Centers for Disease Control and Prevention (CDC) requires all air passengers entering the United States (including U.S. citizens and legal permanent residents) to present one of the following:</td>
<td>- Call COVID Hotline (415.514.7328) for return to work clearance.</td>
<td>If you returned from travel and develop symptoms of COVID-19 (listed in #1 above),</td>
</tr>
<tr>
<td></td>
<td>1. A negative COVID-19 test taken 72 hours or less before boarding a flight to the U.S.; or</td>
<td>- Self-monitor for 10 days, beginning on the first day back in the US.</td>
<td>• Call COVID Hotline (415.514.7328) for testing and further evaluation</td>
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<td></td>
<td>2. Proof of recovery from the virus within the last 90 days.</td>
<td>- Home Isolation instructions</td>
<td>• Continue to self-monitor for symptoms</td>
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<td></td>
<td>Check the CDC website for additional information and frequently asked questions.</td>
<td></td>
<td>• Consult with your medical provider as needed or if symptom worsens</td>
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<tr>
<td></td>
<td><strong>For On-Site Workers at any UCSF locations:</strong> who are unable to quarantine must still complete steps 1-3 and are also required to complete three COVID-19 tests.</td>
<td>- Exceptions to the 10-day quarantine may be made for clinical or essential staff without symptoms, but these exceptions need OHS approval.</td>
<td>• Call COVID Hotline (415.514.7328) for return to work clearance</td>
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<tr>
<td></td>
<td>• The first test must be completed on Day 1, which is the day you return to UCSF.</td>
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<td>• The second test must be completed on Day 3 to 4.</td>
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<td>• The third test must be completed on Day 7 to 9.</td>
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<td></td>
<td><strong>For Researchers; Remote Workers who are Periodically at any UCSF locations may choose one of the following:</strong></td>
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<tr>
<td></td>
<td>• <strong>Option 1:</strong> A 7-day quarantine with negative COVID-19 test taken on day 5-7.</td>
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<td>• <strong>Option 2:</strong> A 10-day quarantine. After completing 10-day quarantine, testing is optional but not required.</td>
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<td></td>
<td>If you receive an OHS Clearance Letter to work:</td>
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<td></td>
<td>• Consult with manager about assigned duties/patient assignment</td>
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<tr>
<td></td>
<td>• If you develop symptoms, stop patient care activities immediately, notify supervisor, go home and call COVID-19 hotline (415.514.7328) for further review</td>
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<tr>
<td></td>
<td>• Stay at home except to go to work</td>
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</tbody>
</table>

More information about COVID-19 risk in different countries can be found at CDC and WHO websites.³
<table>
<thead>
<tr>
<th>Symptom/Exposure Review</th>
<th>Can I Work Today?</th>
<th>Do I Need to Stay at Home?</th>
<th>When Can I Return to Work?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5. Have you traveled &gt; 120 miles from your home or outside of California, but within the United States?</strong>&lt;br&gt;&lt;br&gt;UCSF travel guidance found here: <a href="https://coronavirus.ucsf.edu/travel#bayarea">https://coronavirus.ucsf.edu/travel#bayarea</a>&lt;br&gt;&lt;br&gt;UCSF testing page: <a href="https://coronavirus.ucsf.edu/testing#travel">https://coronavirus.ucsf.edu/testing#travel</a></td>
<td><strong>For On-Site Workers at any UCSF locations:</strong> According to the California Department of Public Health (CDPH), all individuals returning to California residence should undergo a “travel quarantine” for a period of 10 days. If your job requires you to be an on-site sooner than 10 days, you must complete COVID testing no more than 3 days prior to or on your first day back to work, and a second test 5-7 days after your first day at work. <strong>The policy is the same for vaccinated and unvaccinated individuals until further guidance from public health authorities.</strong>&lt;br&gt;&lt;br&gt;All employees whose responsibilities require them to be on-site – including, but not limited to, frontline care workers; facilities, transportation, custodial, and administrative staff; environment, health and safety; laboratory animal research center; and police and security personnel – <strong>should return to work without quarantine after attesting via the Conversa screening tool that they are asymptomatic and are aware that they will be required to complete two COVID-19 tests.</strong>&lt;br&gt;&lt;br&gt;• The first must be completed no more than three days prior to returning to campus or on Day 1, which is the day you return to on-site work at UCSF.&lt;br&gt;&lt;br&gt;• The second must be completed on Day 5 to 7 after your first day back to work.&lt;br&gt;&lt;br&gt;• Outside of work, follow post-travel (home) quarantine guidance and self-monitor for symptoms for a total of 10 days.</td>
<td><strong>YES,</strong> stay at home if you have symptoms listed in #1, and call COVID Hotline (415.514.7328) for testing and evaluation&lt;br&gt;&lt;br&gt;• Self-monitor⁵ for 10 days&lt;br&gt;&lt;br&gt;• “Travel quarantine” instructions for 10 days when not on site: &lt;br&gt;&lt;br&gt;Remain in hotel or residence for 10 days, masking and staying 6 feet away from people with whom you did not travel, washing hands frequently, and only going out for essential activities like obtaining food, medical care, or individual outdoor exercise.</td>
<td><strong>If required on site sooner than 10 days after return from travel, you can return to work as usual with testing protocol in place. Complete 10 day travel quarantine. Call COVID Hotline (415.514.7328) if you develop symptoms.</strong>&lt;br&gt;&lt;br&gt;<strong>If not on site and decline testing then can return to work after 10 days travel quarantine.</strong></td>
</tr>
</tbody>
</table>
that local public health authorities may enact quarantine and testing orders in addition to what UCSF requires.

- **Option A (for those required to be on site):** return to work without quarantine after attesting via the Conversa screening tool that they are asymptomatic and are aware that they will be required to complete two COVID-19 tests. Outside of work, follow post-travel quarantine guidance for a total of 10 days and monitor for symptoms.
  - The first test must be completed no more than three days prior to returning to campus or on Day 1, which is the day you return to on-site work at UCSF.
  - The second must be completed on Day 5 to 7 after your first day back to work.

  Go to the COVID-19 Testing page to access a test. If you have returned from travel and have symptoms, or have participated in high-risk activities, please call COVID Hotline (415.514.7328) for further instructions.

- **Option B (for everyone else):** Return on-campus after 7 days of travel quarantine with a negative COVID test on day 5-7 of on-site work, or else follow a 10-day travel quarantine with no test. Those who return to on-campus work with a negative test at Day 5-7 should complete the 10 days of travel quarantine when not at work on-site.

  Go to the COVID-19 Testing page for information on how to access Color self-test kits. If you have returned from travel and have symptoms, have a positive test, or have participated in high-risk activities, please call COVID Hotline (415.514.7328) for further instructions.

**UCSF testing page:**
https://coronavirus.ucsf.edu/testing#travel
### Symptom/Exposure Review

#### 6. In the past 14 days, have you worked at a non-UCSF health care facility and participated in direct care or had close contact with patients diagnosed with COVID-19?

**Definition:** UCSF Health facilities include 1) Parnassus, Mission Bay/BCH-SF, BCHO, Mt. Zion inpatient hospitals, and 2) all UCSF Health Ambulatory sites (clinics and diagnostic/treatment departments).

At the present time, SF VA Medical Center (VAMC) and Zuckerberg SF General (ZSFG) are also considered equivalent to UCSF Health facilities.

**YES,** if you do not have any symptoms listed in #1, you may continue to work if you adhere to the following instructions:

- Complete this one-time web-based survey for each non-UCSF work environment (use Chrome or Firefox): [https://ucsf.co1.qualtrics.com/jfe/form/SV_862Clam03I9ENHD](https://ucsf.co1.qualtrics.com/jfe/form/SV_862Clam03I9ENHD)
- Self-monitor for symptoms twice a day, including temperature, using the daily reminder program by texting SYMPTOM to 83973, or by using the symptom monitoring form
- Consult with manager about assigned duties/patient assignment
- Practice meticulous hand hygiene
- If any symptoms listed in #1 arise, immediately cease patient care activities, notify supervisor, go home, and call COVID Hotline (415.514.7328) for further review
- Guidance about home isolation and testing will be provided by OHS case managers after reviewing your survey responses as it relates to your levels of PPE and COVID exposure. Direct questions to COVID Hotline (415.514.7328).

If you work in High Risk Area:

**YES,** you may continue to work if you do not have any symptoms listed in #1, you confirm absence of medium or high-risk COVID-19 exposures with OHS staff, and received OHS clearance.

#### 7. In the past 14 days, have you had unprotected, prolonged close contact with someone with confirmed/diagnosed COVID-19?

**Unprotected includes:**
- HCP not wearing a respirator or facemask

**NO ENTRY, UNLESS YOU HAVE AN OHS CLEARANCE EMAIL**
<table>
<thead>
<tr>
<th>Question</th>
<th>No</th>
<th>Yes</th>
<th>Yes, stay home until household member receives negative result</th>
</tr>
</thead>
<tbody>
<tr>
<td>8. Do you live with someone who is waiting for COVID test results* due to COVID type symptoms?</td>
<td><strong>NO.</strong> You can work today.</td>
<td>YES, stay home until household member receives negative result</td>
<td></td>
</tr>
<tr>
<td>*If household member has COVID compatible symptoms and does not test for COVID, call COVID hotline (415.514.7328) for further instructions.</td>
<td></td>
<td>• Continue to self-observe your symptoms. If you become symptomatic, follow guidance in #1 above.</td>
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<td></td>
<td></td>
<td>• Home Isolation instructions⁶</td>
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</tr>
<tr>
<td>9. Have you been diagnosed with COVID-19 infection in the past 20 days?</td>
<td><strong>NO.</strong> You may not return to work until you have received an OHS clearance letter.</td>
<td>YES, stay at home and inform your manager that you will not be going to work:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>OHS CLEARANCE LETTER IS REQUIRED BEFORE RETURNING TO WORK.</strong></td>
</tr>
</tbody>
</table>

- HCP with mask but not wearing eye protection, if the person with COVID-19 was not wearing a cloth face covering or facemask
- HCP not wearing all recommended PPE while performing aerosol-generating procedure for any time period of exposure

Prolonged, close contact defined as within 6 feet for 15 mins or longer.

COVID Hotline (415.514.7328) for assessment and further instructions.
• Self-monitor² for at least 14 days since exposure
• Home Isolation instructions⁶

- Continue home quarantine (except travel to / from work) & symptom monitoring for 14-days

**High Risk Exposures: Conditions for Returning to Work**
- If you live in same household as COVID positive contact, last day of exposure and clearance must be completed with OHS staff.
- Negative COVID Test between 7- 9 days after last exposure
- Return to work after 10 days from last day of exposure
- Continue home quarantine days 11-14 (except travel to/ from work) & symptom monitoring for full 14-days

- If any symptoms listed in #1 arise, immediately cease patient care activities, notify supervisor, go home, and call COVID Hotline (415.514.7328) for further review
- Requires SVP approval⁸: fully vaccinated essential healthcare workers⁸ may return to work immediately if critical staffing conditions exist.

Do you live with someone who is waiting for COVID test results* due to COVID type symptoms?

NO. You can work today.

YES, stay home until household member receives negative result

If household member’s result returns NEGATIVE for COVID-19, you may return to work.

If household member’s result returns POSITIVE for COVID-19, follow criteria in #7 above.

Have you been diagnosed with COVID-19 infection in the past 20 days?

NO, you may not return to work until you have received an OHS clearance letter.

YES, stay at home and inform your manager that you will not be going to work:

OHS CLEARANCE LETTER IS REQUIRED BEFORE RETURNING TO WORK.
• Call COVID Hotline (415-514-7328) to report your COVID positive illness and receive follow up instructions.
• If the COVID-confirmed exposure occurred in your household or at work, please call:
  o UCSF Employees: Call OHS COVID Hotline (415.514.7328) to report your COVID-positive illness and receive follow-up instructions.
  o Students call SHCS at 415-476-8736
  o BCH Oakland Enterprise Health at 510-428-3620
• Self-monitor
• Home Isolation instructions
• Limit travel outside of the home
• Consult with your medical provider as needed or if symptom worsens
• Call COVID Hotline (415.514.7328) for return to work clearance

Except for rare situations, repeat COVID-19 testing prior to Return to Work is NOT recommended by CDC & SFDPH.

1. Asymptomatic or Mild-Moderate Illness
   - Return to work after **10 days** since positive test (if asymptomatic) or since first day of symptoms, if the following criteria are met:
     o At least 24 hours have passed since last fever without the use of fever-reducing medications (e.g., acetaminophen, ibuprofen, aspirin); AND 48 hours have passed since last episode of diarrhea, AND
     o Symptoms are improving, AND
     o No concurrent immunocompromising conditions (see #3 below)

2. Severe or Critical Illness
   - Return to work after **20 days** since first day of symptoms, if the following criteria are met:
     o At least 24 hours have passed since last fever without the use of fever-reducing medications (e.g., acetaminophen, ibuprofen, aspirin); AND 48 hours have passed since last episode of diarrhea, AND
     o Symptoms are improving

3. Immunocompromising Conditions
   - Return to work clearance provided after 20 days since symptom onset, or as indicated by your primary health provider. Examples of immunocompromising conditions are listed below.
   - If you have an immunocompromising condition or are being treated with biologics, please obtain written confirmation from a medical provider and be prepared to share that with OHS.
(1) Staff includes all employees, faculty, temporary workers, trainees, volunteers, students, and staff who provide services to or work in UCSF patient care or clinical areas.

(2) UCSF High Risk Units or Areas

1. Mission Bay: C3 ICN, C6 BMT, C6 Heme/Onc, and the Birth Center
2. Parnassus: Units 11L and 12L

   • Employees/Providers with symptoms or high risk exposures cannot work in designated High Risk Areas.
   • Employees/Providers with duties across units/areas should arrange patient assignment/duties with their supervisor/attending physician to minimize direct contact with high risk populations.
   • **High Risk Populations:** defined as immunocompromised patients **(Solid organ transplant (SOT), SOT listed, SOT evaluation in process, primary immunodeficiency, and receiving immunosuppressants including chronic high-dose steroids, chemotherapy, biologics)**


(4) **Improper Personal Protective Equipment (PPE):** Final determination of whether PPE was appropriate for exposure is made by OHS and Hospital Epidemiology and Infection Control. With respect to PPE for procedures, appropriate PPE for non-aerosol generating procedures (AGP) includes a surgical mask, eye shield/protection, gown and gloves. If AGP, then appropriate PPE additionally requires N95 (not surgical mask) or PAPR. For more information about the transition to including surgical masks as PPE, visit this [UCSF webpage](https://www.ucsf.edu/). Exposure categories:

<table>
<thead>
<tr>
<th>PPE WORN BY PERSON WITH COVID-19</th>
<th>PPE WORN BY PERSON EXPOSED TO COVID-19</th>
<th>Face mask and NO eye protection</th>
<th>Face mask AND eye protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unmasked</td>
<td>High Risk Exposure (Minimum 14-day quarantine* and symptom monitoring at home except travel to/from work (Days 11-14))</td>
<td>Medium Risk Exposure (14-day quarantine at home except travel to/from work immediately and symptom monitoring)</td>
<td>Low Risk Exposure (Get tested, continue to work and monitor symptoms)</td>
</tr>
<tr>
<td>Face mask with or without eye protection</td>
<td>Medium Risk Exposure (14-day quarantine at home except travel to/from work immediately and symptom monitoring)</td>
<td>Low Risk Exposure (Get tested, continue to work and monitor symptoms)</td>
<td>Low Risk Exposure (Get tested, continue to work and monitor symptoms)</td>
</tr>
<tr>
<td>Aerosol Generating Procedures or Events:</td>
<td>Get tested, quarantine at home for 14 days, and monitor symptoms twice a day, including temperature. It is similar to high risk exposures, but the contact duration may have been shorter than 15 minutes</td>
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</tbody>
</table>

*For household contacts of persons with COVID, total days in quarantine and return to work will vary depending on degree of separation and isolation from household case.

(5) **Coronavirus Symptom Self-Monitoring:**

   • To complete digitally, text SYMPTOM to 83973. Manual monitoring form can be found here on [UCSF Occupational Health website](https://www.ucsf.edu/).

(7a) **Mild Illness:** Individuals who have any of the various signs and symptoms of COVID-19 (e.g., fever, cough, sore throat, malaise, headache, muscle pain) without shortness of breath, dyspnea, or abnormal chest imaging. **Moderate:** Individuals who have evidence of lower respiratory disease by clinical assessment or imaging and a saturation of oxygen (SpO2) ≥94% on room air at sea level.

(7b) **Severe Illness:** Anyone requiring hospitalization or supplemental O2. **Critical Illness:** Individuals who have respiratory failure, septic shock, and/or multiple organ dysfunction.

(7c) **Immunocompromising conditions** may include:

- Chemotherapy for cancer
- Untreated HIV with CD4 < 200, or other immunodeficiency disorders
- High dose corticosteroid treatment for > 14 days (e.g. prednisone > 20 mg/d)
- Organ or bone marrow transplant patients receiving immunosuppressive therapy
- Treatment with biological agents, advanced age, diabetes, ESRD, and other factors affecting immunity in selected cases. The determination of whether persons with these conditions should return to work at 10 vs. 20 days should be made by the person’s health care provider.

(8) **Essential Health Care Workers:** Adapted from CDC website: https://www.cdc.gov/infectioncontrol/guidelines/healthcare-personnel/appendix/terminology.html

**Essential Health Care Workers include** all persons serving in healthcare settings whose function supports care delivery to patients. These may include, but are not limited to, emergency medical service personnel, nurses, nursing assistants, physicians, technicians, therapists, phlebotomists, pharmacists, GME, and contractual staff not employed by the health care facility, and persons (e.g., clerical, dietary, environmental services, laundry, security, maintenance, engineering and facilities management, clinical administrative staff, billing) not directly involved in patient care but potentially exposed to infectious agents that can be transmitted among health care workers and patients.

(9) **Fully-vaccinated individuals** defined as > 2 weeks since 2nd dose in 2-dose series (or 1st dose if single dose vaccine), and < 90 days since last vaccine dose in series.