## NOVEL CORONAVIRUS (COVID-19)
### UCSF CONTINUE TO WORK - RETURN TO WORK GUIDELINES FOR STAFF (1)
#### Effective June 7, 2021

### Symptom/Exposure Review

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)

### Can I Work Today?

| NO |

### Do I Need to Stay at Home?

- 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

### When Can I Return to Work?

- **Complete Symptom Resolution required for staff working on "High Risk Units"**

<table>
<thead>
<tr>
<th>If COVID-negative:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Return when fever-free for 24 hours without the use of a fever-reducing medication</td>
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<tr>
<td>For symptoms other than fever, return to work is acceptable with improving or lingering symptoms if wearing mask and not working with High-Risk Units or Areas**</td>
</tr>
<tr>
<td>When not part of a pre-existing condition, diarrhea must be resolved at least 48 hrs before return to work</td>
</tr>
<tr>
<td>YOU’RE ABLE TO CLEAR VIA THE DAILY HEALTH SCREENER. YOUR PASS ACTS AS THE OHS CLEARANCE EMAIL.</td>
</tr>
</tbody>
</table>

| 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

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Direct questions about the process to the COVID-19 Hotline at 415-514-7328 or Occupational Health COVID Response Team at 415-476-8000
### Symptom/Exposure Review

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?

- 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)

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<tr>
<th>Can I Work Today?</th>
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<th>When Can I Return to Work?</th>
</tr>
</thead>
</table>
| 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 24 hours 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 or text SCREEN to 83973)  
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 email to return to work; call COVID Hotline (415.514.7328) if awaiting email  
If COVID-positive: follow guidance in #9  
If COVID-untested:  
- You may continue to work  
- Self-monitor[^5] for 14 days |
| 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[^5] for 14 days | If COVID-negative:  
- You may continue to work. No OHS Clearance email is required  
If COVID-positive: follow guidance in #9  
If COVID-untested:  
- You may continue to work  
- Self-monitor[^5] for 14 days |

[^5]: 5 days

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Direct questions about the process to the COVID-19 Hotline at 415-514-7328 or Occupational Health COVID Response Team at 415-476-8000
### Symptom/Exposure Review

**Can I Work Today?**

**Do I Need to Stay at Home?**

**When Can I Return to Work?**

#### 4. In the past 10 days, have you returned from travel outside the U.S.?

**Possibly, see below for details.**

**Before Returning to the U.S.**

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:

1. A negative COVID-19 test taken 72 hours or less before boarding a flight to the U.S.; or
2. Proof of COVID-19 infection within the last 90 days.

Check the CDC website for additional information and frequently asked questions.

**For On-Site Workers** (essential health care worker) at any UCSF locations:

**A.** Fully-vaccinated:

- You do not need to quarantine, and you should obtain a COVID-19 test through Color, 3-5 days after returning from travel.

**B.** Not vaccinated: OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK and testing on Day 1, and Day 5-7 following return from travel.

**For Unvaccinated Researchers and Remote Workers who are periodically at any UCSF locations may choose one of the following:**

- **Option 1:** OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK and 7-day quarantine with negative COVID-19 test through Color taken on day 5-7.
- **Option 2:** OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK and 10-day quarantine. After completing 10-day quarantine, testing is optional but not required.

**• No, If you are fully-vaccinated or essential health care worker, you can work.**

**• YES, if you are not fully-vaccinated.** Stay at home until you have obtained OHS clearance to return to work.

**• Outside of work, follow post-travel (home) quarantine guidance.**

**• Call COVID Hotline (415.514.7328) for return to work clearance.**

**• Self-monitor for 14 days, beginning on the first day back in the US.**

**• Home Isolation instructions.**

**• Consult with your medical provider as needed or if symptom worsens.**

**• Call COVID Hotline (415.514.7328) for return to work clearance.**

Additional UCSF travel guidance found here: [https://coronavirus.ucsf.edu/travel#travelreturn](https://coronavirus.ucsf.edu/travel#travelreturn)

More information about COVID-19 risk in different countries can be found at CDC and WHO websites.

All New Hires to UCSF refer to [https://infectioncontrol.ucsfmedicalcenter.org/sites/g/files/tkssra4681/f/New_Hire_COVID_Onboarding.pdf](https://infectioncontrol.ucsfmedicalcenter.org/sites/g/files/tkssra4681/f/New_Hire_COVID_Onboarding.pdf)

Direct questions about the process to the COVID-19 Hotline at 415-514-7328 or Occupational Health COVID Response Team at 415-476-8000
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<tbody>
<tr>
<td>5. Have you traveled outside of California, but within the United States?</td>
<td><strong>YES</strong>: For FULLY VACCINATED® employees and students at UCSF. There is no quarantine or testing requirement. You will symptom monitor for 14 days. If you have immunocompromised medical conditions, consult with your doctor about the timing for return to work.</td>
<td><strong>For FULLY VACCINATED® employees and students at UCSF</strong>, There is no quarantine or testing requirement. You will symptom monitor for 14 days.</td>
<td>For FULLY VACCINATED® employees and students at UCSF, there is no quarantine or testing requirement. You will symptom monitor for 14 days.</td>
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<tr>
<td><strong>UCSF travel guidance found here:</strong> <a href="https://coronavirus.ucsf.edu/travel#bayarea">https://coronavirus.ucsf.edu/travel#bayarea</a></td>
<td><strong>YES</strong>: For UNVACCINATED On-Site Workers at any UCSF locations: According to the California Department of Public Health (CDPH), all individuals returning to their California residence from domestic travel outside of California, should undergo a “travel quarantine” for a period of 10 days when not performing essential on-site work.</td>
<td><strong>Stay at home if you have symptoms listed in #1, and call COVID Hotline (415.514.7328) for testing and evaluation</strong></td>
<td>If UNVACCINATED and required on site sooner than 10 days after return from travel, you can return to work with testing protocol in place.</td>
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<tr>
<td><strong>UCSF testing page:</strong> <a href="https://coronavirus.ucsf.edu/testing#travel">https://coronavirus.ucsf.edu/testing#travel</a></td>
<td>If your job responsibilities require you to be on-site sooner than 10 days – 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>you can return to work after attesting via the daily Health Screen/Screener tool, that you are asymptomatic, and you will complete two COVID-19 tests.</strong></td>
<td><strong>Self-monitor® for 14 days</strong></td>
<td>If Unvaccinated, not testing and not required on site sooner than 10 days, complete 10 day travel quarantine.</td>
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<td><strong>If you are UNVACCINATED and asymptomatic, “Travel quarantine” instructions for 10 days (if not testing at day 5-7):</strong> 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>Call COVID Hotline (415.514.7328) if you develop symptoms.</td>
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<tr>
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<td></td>
<td><strong>Consult with your medical provider as needed or if symptoms worsen</strong></td>
<td>In all cases, self-monitor symptoms for 14 days regardless of when you return to work.</td>
</tr>
</tbody>
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who work remotely but sometimes work on site, should follow one of the following two options before resuming any on-site activities after returning from travel. Please be aware 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 after attesting via the daily Health Screen/Screener tool that you are asymptomatic and that you will complete two COVID-19 tests. Outside of work, follow post-travel quarantine guidance for a total of 7 days and self monitor symptoms for 14 days.
  
  - 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 7 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
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</table>
| **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?** | **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_862Clam0319ENHD](https://ucsf.co1.qualtrics.com/jfe/form/SV_862Clam0319ENHD)  
- 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). | **YES**, stay at home if you have symptoms in #1  
- Call COVID Hotline (415.514.7328) for testing and evaluation  
- Self-monitor⁶ for 14 days, or longer if you develop symptoms  
- Home Isolation instructions⁶  
- Consult with your medical provider as needed or if symptom worsens  
- Call COVID Hotline (415.514.7328) for return to work clearance | If you returned and had symptoms in #1  
- Call COVID Hotline (415.514.7328) for testing and evaluation  
- Self-monitor⁶ for 14 days, or longer if you develop symptoms  
- Home Isolation instructions⁶  
- Consult with your medical provider as needed or if symptom worsens  
- Call COVID Hotline (415.514.7328) for return to work clearance |
| **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_862Clam0319ENHD](https://ucsf.co1.qualtrics.com/jfe/form/SV_862Clam0319ENHD)  
- 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  
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- 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). | **YES**, stay at home if you have symptoms in #1  
- Call COVID Hotline (415.514.7328) for testing and evaluation  
- Self-monitor⁶ for 14 days, or longer if you develop symptoms  
- Home Isolation instructions⁶  
- Consult with your medical provider as needed or if symptom worsens  
- Call COVID Hotline (415.514.7328) for return to work clearance | If you returned and had symptoms in #1  
- Call COVID Hotline (415.514.7328) for testing and evaluation  
- Self-monitor⁶ for 14 days, or longer if you develop symptoms  
- Home Isolation instructions⁶  
- Consult with your medical provider as needed or if symptom worsens  
- Call COVID Hotline (415.514.7328) for return to work clearance |
| **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 | | | |
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
- 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.

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</table>
| NO ENTRY, UNLESS YOU HAVE AN OHS CLEARANCE EMAIL | YES, stay at home  
- If your exposure happened at home, at work, or in the community, regardless of symptoms, call COVID Hotline (415.514.7328) for assessment and further instructions.  
- Self-monitor for at least 14 days since exposure  
- Home Isolation instructions  
OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK. | OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK.  
Medium Risk Exposures: You are eligible to return to work immediately following OHS Hotline interview.  
- call COVID Hotline (415.514.7328) for assessment and instructions  
- COVID Testing Day 3 and Day 7-9 after last exposure  
- Continue home quarantine (except travel to/from work) & symptom monitoring for 14-days.  
- If meeting fully-vaccinated criteria and no immunocompromised condition, then home quarantine not required. |  
High Risk Exposures: Conditions for Returning to Work if not fully-vaccinated or have immunocompromised condition. You are not eligible to return to work immediately unless critical staffing conditions exist (with SVP approval):  
- If you live in same household as COVID positive contact, last day of exposure and clearance must be completed with OHS staff.  
- COVID Test on Day 7-9 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  
High Risk Exposures: Conditions for Returning to Work if fully-vaccinated and no immunocompromised condition. You are eligible to return to work immediately following OHS Hotline interview:  
- Interview with COVID Hotline to confirm documentation of vaccination status and medical history. |
<p>| If you live in same household as COVID positive contact, last day of exposure and clearance must be completed with OHS staff. |
| COVID Tests on Day 3 and Day 7-9 after initial exposure |
| If continuous COVID exposure (e.g. household contact) then additional testing might be necessary; OHS will determine. |
| No more testing 10 days after last day of exposure |
| Continue home quarantine days 11-14 (except travel to/from work) &amp; symptom monitoring for full 14-days after last day of exposure |
| If you develop symptoms, immediately cease patient care activities, notify supervisor, go home, and call COVID Hotline (415.514.7328) for further review |</p>
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</table>
| 8. Do you live with someone who is waiting for COVID test results* due to COVID type symptoms? | NO ENTRY, UNLESS YOU HAVE AN OHS CLEARANCE EMAIL | If you are fully vaccinated, call COVID Hotline for RTW clearance (415.514.7328) If you are not fully vaccinated stay home until household member receives negative result  • Call COVID Hotline (415.514.7328) for assessment and further instructions.  • Continue to self-observe your symptoms. If you become symptomatic, Call COVID Hotline (415.514.7328)  • Home Isolation instructions⁶ | 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, Call COVID Hotline (415.514.7328) for assessment and further instructions. See further details under #7 above. |

*If household member has COVID compatible symptoms and does not test for COVID, call COVID hotline (415.514.7328) for further instructions.
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<tr>
<td>9. Have you been diagnosed with COVID-19 infection in the past 20 days?</td>
<td>NO, you may not return to work until you have received a OHS clearance email.</td>
<td>YES, stay at home and inform your manager that you will not be going to work:</td>
<td>OHS CLEARANCE EMAIL IS REQUIRED BEFORE RETURNING TO WORK.</td>
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<td>• Call COVID Hotline (415-514-7328) to report your COVID positive illness and receive follow up instructions.</td>
<td>Except for rare situations, repeat COVID-19 testing prior to Return to Work is NOT recommended by CDC &amp; SFDPH.</td>
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<td>• If the COVID-confirmed exposure occurred in your household or at work, please call:</td>
<td>1. Asymptomatic or Mild-Moderate Illness7a</td>
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<td>o UCSF Employees: Call OHS COVID Hotline (415.514.7328) to report your COVID-positive illness and receive follow-up instructions.</td>
<td>• Return to work after 10 days since positive test (if asymptomatic) or since first day of symptoms, if the following criteria are met:</td>
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<td>o Students call SHCS at 415-476-8736</td>
<td>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</td>
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<td>o BCH Oakland Enterprise Health at 510-428-3620</td>
<td>o Symptoms are improving, AND</td>
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<tr>
<td></td>
<td></td>
<td>• Self-monitor5</td>
<td>o No concurrent immunocompromising conditions (see #3 below)</td>
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<td></td>
<td></td>
<td>• Home Isolation instructions6</td>
<td>2. Severe or Critical Illness7b</td>
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<td>• Limit travel outside of the home</td>
<td>• Return to work after 20 days since first day of symptoms, if the following criteria are met:</td>
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<tr>
<td></td>
<td></td>
<td>• Consult with your medical provider as needed or if symptom worsens</td>
<td>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</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Call COVID Hotline (415.514.7328) for return to work clearance</td>
<td>o Symptoms are improving</td>
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<td></td>
<td>3. Immunocompromising Conditions7c</td>
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<td>• 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 below7c.</td>
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<td>• 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.</td>
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Direct questions about the process to the COVID-19 Hotline at 415-514-7328 or Occupational Health COVID Response Team at 415-476-8000
(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. Exposure categories:

<table>
<thead>
<tr>
<th>PPE WORN BY PERSON WITH COVID-19</th>
<th>PPE WORN BY PERSON EXPOSED TO COVID-19</th>
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</thead>
<tbody>
<tr>
<td>Unmasked</td>
<td><strong>Face mask and NO eye protection</strong></td>
</tr>
</tbody>
</table>
| High Risk Exposure*

*(Minimum 14-day quarantine* and testing, symptom monitoring at home except travel to/from work (Days 11-14)*
| Medium Risk Exposure*

*(14-day quarantine at home except travel to/from work immediately, testing and symptom monitoring)*
| Low Risk Exposure

*(Get tested, continue to work and monitor symptoms)*
| Face mask with or without eye protection
| Medium Risk Exposure*

*(14-day quarantine at home except travel to/from work immediately, testing and symptom monitoring)*
| Low Risk Exposure

*(Get tested, continue to work and monitor symptoms)*
| Fully Vaccinated*

*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*
| Call COVID hotline (415.514.7328) for testing and return to work guidance

*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.ucsfhealth.ucsf.edu/osa/).  

(6) **Home Isolation Instructions** from CDC found [here](https://www.cdc.gov/coronavirus/2019-ncov/njurisdiction/isolation-guidance.html).

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

Immunocompromising conditions may include (adapted from CDC guidance):
1. Receiving current chemotherapy for malignancy
2. Having a hematologic malignancy that may be suppressing the immune system
3. Untreated HIV infection and CD4 T lymphocyte count < 200
4. Primary severe immunodeficiency disorder
5. Solid organ or hematopoietic stem cell (bone marrow) transplant recipient
6. Receipt of prednisone 20 mg/day or the equivalent for more than 14 days, or treatment with other high-risk immunosuppressive medications
7. 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.

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.

Fully-vaccinated individuals defined as ≥ 2 weeks since 2nd dose in 2-dose series (or 1st dose if single dose vaccine). Individuals who received a vaccine which does not have an FDA EUA, those who received a clinical (research) trial vaccine, or individuals with high risk exposures who are immunocompromised, will require an interview by the Occupational Health COVID Response team to discuss immunity.