Employer Symptom Decision Tree

Screen all employees for potential COVID-19 symptoms or exposure

Low-risk: general symptoms

- Congestion/runny nose
- Nausea/vomiting/diarrhea
- Headache
- Fatigue/muscle or body aches

High-risk: red flag symptoms

- Fever 100.4°F or higher
- Cough
- Difficulty breathing
- Loss of taste/smell

Exposure to COVID-19 positive person?

Close contact: less than 6 feet, 15 minutes or longer.

NO

1 low-risk symptom for less than 24 hours

STOP

Send home

1 low-risk symptom for more than 24 hours, OR
2+ low-risk symptoms, OR
1 high-risk symptom

STOP

Send home

Health care provider confirms alternative diagnosis for symptoms. A health care provider’s note must be on file. COVID-19 test not required.

1

Negative COVID-19 Test.

Send home

Return to work after 24 hours without fever and symptoms improving or per condition diagnosed by provider

2

Positive COVID-19 test

Stay home*

Return to work after 24 hours without fever and symptoms improving.

3

No provider visit or test.

*If a person is fully vaccinated against COVID-19, (had both doses of the Moderna or Pfizer or one dose of the Johnson & Johnson vaccine and at least two weeks have passed since the last dose) and has no symptoms, they do not need to quarantine after an exposure. They should watch for symptoms for 14 days after exposure.

**If a COVID-19 positive person lives in the same household, the exposed person cannot return to work until 10 days after positive person is released from isolation and watching for symptoms remaining 4 days. If symptoms develop, get tested.

*If a person has tested positive for COVID-19 within the past 90 days, they do not need to quarantine if exposed during that time. They should watch for symptoms for 14 days after exposure.

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This document is not intended to replace a clinician’s judgement. Diagnosis and treatment should be under supervision of a clinician.

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