Public Health & Social Services

Employer Symptom Decision Tree

Screen all employees for potential COVID-19 symptoms or exposure

Low-risk: general symptoms

- Congestion/ runny nose
- Sore throat
- 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 → Return to work 24 hours after symptom resolution (without fever reducing medication)
- 1 low-risk symptom for more than 24 hours, OR 2+ low-risk symptoms, OR 1 high-risk symptom → STOP → Send home → Evaluation by health care provider & COVID test recommended

1 Health care provider confirms alternative diagnosis for symptoms. A health care provider's note must be on file. COVID-19 test not required. → Return to work after 24 hours without fever and symptoms improving or per condition diagnosed by provider

2 Negative COVID-19 Test. → Return to work after 24 hours without fever and symptoms improving.

3 Positive COVID-19 test OR No provider visit or test. → Return to work after 10 days since symptom onset and 24 hours without fever and symptoms improving. Quarantine close contacts of confirmed cases.

YES → STOP → Stay home → Return to work after 14 days from last contact*, unless symptoms develop. If symptoms develop, perform SARS-CoV-2 PCR test.

**If a COVID-19 positive person lives in the same household, the exposed person cannot return to work until 14 days after the positive person is released from isolation.*

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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