INFORMATION

Additional FAQs are available on the following sites:

- Fall 2020 FAQ
- Face Coverings FAQ
- Health & Safety FAQs
- HR COVID-19 FAQ

POSITIVE COVID-19 TEST RESULTS

What steps are being taken when someone has tested positive for COVID-19?

As quickly as possible, this should be reported on a COVID-19 Report Form. Submission of the form triggers the critical contact tracing process. The University will take steps to identify anyone working on campus who had close contact with the individual who tested positive. Submission of the form also triggers any necessary disinfecting processes.

If an employee has tested positive for COVID-19, when can they return to campus?

In the case of an employee who was diagnosed with COVID-19, the individual may return to campus when all three of the criteria below are met.

- At least one day (24 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications)
- They have improvement in respiratory symptoms (e.g., cough, shortness of breath)
- At least 10 days have passed since their symptoms first appeared

SYMPTOMATIC – NO TEST RESULTS

In the case of an employee who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is presumed positive for COVID-19.

The individual may not return to campus until the individual has completed the criteria listed below:

- At least one day (24 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications)
- They have improvement in respiratory symptoms (e.g., cough, shortness of breath)
- At least 10 days have passed since their symptoms first appeared

If the employee has symptoms that could be COVID-19 and wants to return to campus before completing the criteria above, the employee must obtain a fitness for duty certification from their health care provider.
What if an employee has close contact with someone who has tested positive for COVID-19?

This should be reported on a COVID-19 Report Form. Instruct all employees with known close contact to a person who is lab-confirmed to have COVID-19 that they may not return to work on campus until the end of the 14-day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers). They should continue to self-monitor and should perform remote work if able.

If an employee lives with someone who has come in to contact with a confirmed COVID-19 case, does the employee have to self-isolate?

CDC recommends self-isolation if someone has symptoms, has been in close contact with someone who has COVID-19, is waiting for test results, or has been diagnosed with COVID-19. More information can be found at: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine-isolation.html. Even though CDC does not recommend self-isolation, with required approvals, the employee can work remotely.

**TIME OFF**

If I am ill or advised to self-isolate and cannot work remotely, what paid time off options do I have?

Please visit the HR COVID-19 Time Off web page for information.

**TRAVEL**

If an employee is traveling outside of the local area, do we have any rules in place that require the employee to self-isolate prior to returning to campus after visiting COVID high incident areas?

Employees engaged in business-related or personal travel who suspect they have been exposed to COVID-19 while away from the university are required to notify their supervisor and place themselves in self-quarantine for a period of time in accordance with current CDC guidance. This should also be reported on the COVID-19 Report Form.

**FACE COVERINGS**

What can I do if others are not wearing a face covering or mask and are within 6 feet?

You may inform your manager. If you are a manager and an employee under your supervision is not compliant with the mask requirement, progressive disciplinary steps should be followed. The manager is responsible for taking appropriate steps. Contact Human Resources or Employee Relations for assistance.

Can an employee be disciplined or terminated for refusing to wear a mask or face covering?

Yes, unless the employee has obtained a waiver from Employee Development & Compliance Services (EDCS) and the Environmental, Health & Safety Office.
OTHER

What can I do about a co-worker who continues to work despite a persistent cough?

You should inform your immediate supervisor, and the Department Head or Dean if the supervisor does not address the situation. The supervisor may ask the employee to leave the workplace or provide medical documentation indicating that they do not have an infectious disease. If the supervisor or department head/dean do not address the situation, you should contact human.resources@tamucc.edu.