

COVID-19: VUMC Workforce

Exposure, Infection, and Return-to-Work to a VUMC facility

Exposure: being within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period, when not wearing appropriate PPE.

Fully vaccinated: greater than 14 days following the final dose of your **primary** vaccine series. (For the purposes of this document, boosters are not included in this definition.)

Household contact: someone you live with or are indoors with for an extended length of time.

Isolate: stay at home, stay separate from others in a sick room or area, use separate bathroom, if possible, and clean and disinfect common areas after each use.

Quarantine: stay home, separate from others, wear a mask, and monitor for symptoms.

Symptoms: fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea.

Test types:

Antigen: Tests for virus proteins and is most accurate when a person has symptoms and/or a high level of virus. You can collect the sample and perform the test. Results are available quickly; tests are read within 15 minutes.

PCR: Tests genetic material from the virus. Can be positive in patients without symptoms or those with lower levels of virus. A health care worker collects the sample and the test is performed in a laboratory. Results may take longer to return; up to 24 hours.

If you **have symptoms of COVID-19**

- 1 IF AT A VUMC FACILITY, stop work and remove yourself from the workplace.
- 2 NOTIFY YOUR SUPERVISOR.
- 3 GET TESTED AT A VUMC SITE (see page 3 for locations).

For up-to-date VUMC employee testing info, go to tinyurl.com/VUMC-testinfo

— **NEGATIVE** COVID-19 TEST RESULT

- If you take an at-home test and the result is negative, you must get a PCR test for confirmation.
- If you have a fever, stay at home until you have no fever for 24 hours without fever-reducing medicine.
- If you have respiratory symptoms, you can return to work as long as symptoms are improving. **You MUST wear a surgical/procedure (not cloth) mask until symptoms resolve.**

POSITIVE COVID-19 ANTIGEN OR PCR TEST RESULT:

- Occ Health will contact you about next steps. If the test was done outside VUMC, **you must report** the result to Occ Health via this [REDCap survey \(tinyurl.com/VUMC-Outside-Positive\)](https://tinyurl.com/VUMC-Outside-Positive).
- Notify your supervisor that you have been instructed to stay at home.
- **You MUST isolate at home** and follow the *"Return to work after your positive test result"* guidelines on page 3.

*If you were **exposed at work or in the community** (regardless of vaccination status)*

1 If exposed at work, submit a **FIRST REPORT OF INJURY** through [VERITAS](https://veritas.app.vumc.org) (veritas.app.vumc.org) and complete any surveys sent to you by Occ Health.

2 CONTINUE TO WORK

- You can continue to work, but must self-monitor for symptoms for 10 days.
- CDC recommends testing on days 1, 3, and 5 after exposure using a **home antigen test***.
- While at work, you must wear a surgical/procedure mask at all times (including in non-clinical areas) for 10 days after exposure.
- You should not remove your mask in common areas to eat or drink.
- If you develop COVID-19 symptoms, refer to the section "*If you **have symptoms of COVID-19***" on page 1 for steps to follow.

*Get up to 8 home tests at no cost if you have a prescription plan through your health insurance. Learn more at cms.gov.

*If you were **exposed at home** (regardless of vaccination status)*

1 COMPLETE OCC HEALTH'S self-reporting [Enrollment Form](https://tinyurl.com/VUMC-Report-Exposure) (tinyurl.com/VUMC-Report-Exposure)

2 CONTINUE TO WORK

- While at work, you must wear a surgical/procedure mask at all times (including in non-clinical areas) for 10 days after exposure.
- You should not remove your mask in common areas to eat or drink.
- CDC recommends testing on days 1, 3, 5 after exposure via **home antigen test***.
- We will test you with a PCR test at day 5 (instead of your home antigen test) after your household contact's symptom onset and, if your test is positive, you will need to stay home from work.
- If you develop COVID-19 symptoms, refer to the section "*If you **have symptoms of COVID-19***" on page 1 for steps to follow.
- **If unvaccinated:** You cannot work with severely immunocompromised patients (such as those on hem-onc and transplant units) for 10 days from last exposure if a household exposure..

You are responsible for completing Occ Health's **Daily Symptom Monitoring** tool and keeping your supervisor informed.

Return to work after your positive test result

Most individuals can return to work after 5 to 10 days from symptom onset, as long as **symptoms are improving**. Occ Health will send you a [REDCap Survey \(tinyurl.com/Day5-RTW\)](https://tinyurl.com/Day5-RTW) by day 5 to guide your return to work. Upon return, you cannot work with severely immunocompromised patients (e.g., hem-onc and transplant) until after day 10.

Symptom onset is considered "day zero" for counting days.

■ NEGATIVE FOLLOW-UP TEST RESULT

Regardless vaccination status, if your **follow-up test* is negative and you are:**

- **not immunosuppressed**, your follow-up test must be collected on day 4 or later. You cannot return to work until after day 5** at the earliest.
- **immunosuppressed**, your follow-up test must be collected on day 9 or later. You cannot return to work until after day 10** at the earliest.

🦠 POSITIVE FOLLOW-UP TEST RESULT

If your **follow-up test* is positive**, you cannot return to work and you can test daily until the test is negative **or** you meet the criteria at the right.

* PCR and home antigen tests will be accepted for return to work. PCR tests can be obtained at the Glenrose testing site, or other available non-VUMC site.

** After symptom onset (non-immunosuppressed example: symptom onset is Jan. 1=day zero; Jan. 5=earliest test day; Jan. 6=day five; may return Jan. 7.)

If you **do not** get a follow-up test:

- If you are **vaccinated and not immunosuppressed**, you cannot return to work until after day 7** at the earliest.
- If you are **unvaccinated and not immunosuppressed**, you cannot return to work until after day 10** at the earliest.
- Regardless vaccination status, if you **are immunosuppressed**, you cannot return to work until after day 20** at the earliest.

If you work remotely (at a location that is not a VUMC facility)

- If you develop COVID-19 symptoms, refer to the section "*If you have symptoms of COVID-19*" on page 1 for steps to follow.
- Testing is not needed to return to remote work and you may resume work when you are feeling able. If returning to work at a VUMC facility, refer to the section "*Return to work after your positive test result,*" above.

VUMC testing and Occupational Health offices

VUMC MAIN CAMPUS

- **Occ Health Express Care** (Monday–Friday 7:30 a.m.–4 p.m.; Medical Arts Building, Suite 112)

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VUMC REGIONAL HOSPITAL HEALTH OFFICES

- **Vanderbilt Wilson County Hospital** employees: Contact the Employee Health office in the Quality Building or call 615.443.2581.
- **Vanderbilt Bedford County Hospital** employees: Contact the Employee Health office in the Quality Department or call 931.685.8404.
- **Vanderbilt Tullahoma-Harton Hospital** employees: Contact the Employee Health office or call 931.393.7944.