Employees 2022 COVID-19 Guidelines

Maintaining the health and safety of all employees is the top priority at Sacramento State. The following guidelines are guided by CDC (Centers for Disease Control), Cal-OSHA, California Department of Public Health (CDPH) and Sacramento County Public Health and will be updated as required to remain in compliance with state and local orders/restrictions. These guidelines are expected to help clarify employee actions related to potential transmission of a contagious disease.

NOTE: While Cal-OSHA does not directly regulate student safety, these protocols may also be applied to students who participate in-person on campus.

1. **FACE COVERINGS**
   a. Face coverings are recommended but not required in all indoor and outdoor locations on campus except in University operated healthcare facilities where healthcare services are being provided.
   b. When in a University, Auxiliary or personal vehicle being operated for University or Auxiliary business, including field trips, employees of the University or an Auxiliary and students are recommended but not required to wear face coverings while inside the vehicle.
   c. Anyone may voluntarily wear a face covering or respirator at any time or place on campus.

2. **PHYSICAL DISTANCING**
   a. There are no distancing requirements or density limits for employees, students or the public regardless of vaccination status.
   b. Employees who have concerns about distancing or contact with other employees or the public can consult University Environmental Health & Safety (EHS) at (916) 278-2020.

3. **COVID-19 TESTING**
   a. All employees who are symptomatic for COVID-19 should consult their medical provider for advice on testing.
   b. University or Auxiliary employees who believe or know they have been exposed to a known COVID-19 positive individual not at work, or develop symptoms while not at work, should consult their medical provider regarding testing.

4. **COVID-19 EXPOSURE/POSITIVE RESULT**
   a. University employees who test positive for COVID-19, are required to report without fear of reprisal, the positive test result within 24 hours of receiving the test result. Reports can be made by using the confidential University Worker’s Compensation COVID-19 reporting link https://www.csus.edu/administration-business-affairs/risk-management-services/forms/report-an-employee-faculty-covid-19-positive-case.html. For questions or concerns call (916)278-6456. Both the online form and the call are confidential.
   b. Employees testing positive should remain compliant with the applicable.

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1 Americans with Disabilities Act (ADA) permits an employer to obtain health information with respect to whether the employee poses a direct threat to the health or safety of themselves or others. The Equal Employment Opportunity Commission states that there are four factors to consider in determining whether there is a direct threat: (i) the duration of the risk, (ii) the nature and severity of the potential harm, (iii) the likelihood that the potential harm will occur, and (iv) the imminence of the potential harm.
quarantine/isolation period outlined in the Cal/OSHA Emergency Temporary Standards and applicable public health orders on COVID-19.

c. Employees who test positive and have no symptoms may voluntarily re-test after however many number of days as outlined in the Cal/OSHA Emergency Temporary Standards and applicable public health orders on COVID-19.
   i. If the re-test is negative, they may return to work.
   ii. Employees returning to work prior to 10 days must wear a well fitted face covering when close contact with others occurs.

d. University employees who are known to have received an exposure to a  known COVID-19 positive individual while at work will receive a notification from University Human Resources, and will receive access to free COVID-19 testing kits; testing is recommended 2-3 days after exposure, but not required.

e. Employees known to have received an exposure while at work who have no COVID-19 symptoms can remain at work and must wear a well fitted face covering while working around others.

f. University employees who have symptoms of an illness should not report to work, and inform their manager/appropriate administrator and contact their medical provider for advice.

5. **GENERAL HYGIENE AND CAMPUS SAFETY**

a. All University Employees should wash hands frequently with soap and water.

b. All University Employees should clean their break/lunch spaces before and after each use with disinfecting wipes provided by the University.

c. All University Employees can request a personal sized bottle of hand sanitizer to use as needed, and it will be provided and refilled as needed by the EHS department.

d. All University Employees can request an assessment and prescription for any and all face coverings or Personal Protective Equipment (PPE) that may be needed by calling EHS at (916) 278-2020, or completing the online request form, [https://www.csus.edu/campus-safety/environmental-health-safety/](https://www.csus.edu/campus-safety/environmental-health-safety/)

e. All University Buildings have upgraded air filtration systems installed, and are adjusted to maximize outside airflow into the building.

f. Maximum outside air flow into buildings may be curtailed if the Air Quality Index exceeds 100 or there are extreme weather temperatures.

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2 [COVID-19 Emergency Temporary Standards Frequently Asked Questions](https://www.cal-oesha.ca.gov/)