



RETURN TO WORK DOCUMENTATION DURING COVID-19

DHRM, VDH and others are receiving a number of inquiries from employees who claim they are being asked for specific return to work documentation related to COVID-19. Please ensure your agency is complying with the following guidance and that your managers and supervisors understand these details.

Do not require doctors' notes or laboratory test results to confirm illness or an employee's ability to return to duty.

- Testing capacity for COVID-19 is currently limited; VDH has advised clinicians to reserve testing for those who meet certain testing criteria. A test for COVID-19 may not be available or necessary for every patient with symptoms. Therefore, an expectation of testing prior to returning to duty is not reasonable.
- Even for those who do get tested, wait times for results can last several days or even more than a week.
- As the COVID-19 situation continues to evolve, it may be increasingly difficult to get routine medical appointments or for health care professionals to provide documentation.

Employees should follow the CDC and VDH guidance for when to return to work.

If you are sick and have confirmed or suspected COVID-19 and have been directed to isolate at home, you can stop home isolation under the following conditions:

- You have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers) AND
- Other symptoms have improved (for example, when your cough or shortness of breath have improved) AND
- At least 7 days have passed since your symptoms first appeared.

Individuals with laboratory-confirmed COVID-19 who have not had any symptoms may discontinue home isolation when at least 7 days have passed since the date of their first positive COVID-19 diagnostic test and have had no subsequent illness.