

Oakland University  
COVID-19 Preparedness and Response Plan –  
Returning to Work Following Illness or Exclusion

The situation remains fluid, the University will make adjustments to these requirements based on best practice recommendations of the Centers for Disease Control (CDC) and state and local health departments.

**Return to Work after excluding yourself related to pre-existing COVID-19 Risk Factors (i.e. diabetes, heart conditions, etc.) - but no actual COVID-19 related illness:**

- If, upon return, employees require resources beyond those already adopted as part of the University COVID-19 response, requests should be directed to University Human Resources.
- **Employees must complete the confidential Daily Screening Checklist prior to arrival in the workplace to verify that they are not experiencing any COVID-19 related symptoms (fever, cough, shortness of breath), disclose if they had recent contact with a confirmed COVID-19 case, and complete the Honor Pledge. Employees experiencing COVID-19 related symptoms must stay home. Those employees who develop COVID-19 related symptoms such as fever, cough and shortness of breath while at work must leave work and:**
  1. Notify their Supervisor and seek medical attention from their health care provider as indicated.
  2. Notify Graham Health Center Director if COVID-19 is suspected (248.370.2341).
  3. If self-isolation, self-quarantine or self-monitoring is recommended by either the local health department, or Graham Health Center, the employee must follow [CDC guidelines for quarantine and isolation](#).

**Return to Work after being off for a COVID-19 related illness (confirmed or suspected), Follow [CDC Guidelines](#)**

1. **I think or know I had COVID-19, and I had symptoms. You can be around others after:**
  - at least 10 days have passed since your symptoms first appeared AND,
  - You have had no fever for at least 24 hours without the use of fever-reducing medication AND,
  - Other symptoms have improved (for example, when your cough or shortness of breath have improved)
2. **I tested positive for COVID-19, but had no symptoms. If you continue to have no symptoms, you can be around others:**
  - After 10 days have passed since you have had a positive viral test for COVID-19
  - \* If you develop symptoms after testing positive, follow the guidance in #1.
3. Absent a return to work clearance from a healthcare provider, employees must schedule a symptom/temperature check at Graham Health Center prior to returning to the workplace.

NOTE: Most don't require testing to decide when they can be around others; however if your healthcare provider recommends testing, they will let you know when you can resume being around others. The University requires that isolation requirements listed in #1 and #2 be met at a minimum.