

COVID-19 Exposure Response Plan – Appendix D: Medical Removal

Whenever the Oregon Health Authority, a local public health department (LPHD), or health care provider recommends an employee be restricted from work due to quarantine or isolation for COVID-19, PCC will direct the affected employee to isolate at home and away from other non-quarantined individuals.

Any individual who starts exhibiting symptoms of COVID-19 while at a PCC facility will be directed to return to their residence and will be urged to either isolate or quarantine, seek medical attention, and/or obtain testing for COVID-19.

- A. Whenever an employee participates in quarantine or isolation for COVID-19, PCC will allow the affected employee to work from home if suitable work is available and the employee's condition does not prevent it. Any employee directed to quarantine or isolate should work with their manager or supervisor to establish a telecommuting agreement if one is not already in place.
- B. Human Resources will provide written notifications to employees of concern and affected employees that participate in quarantine or isolation, whether as a result of a medical removal or because the employee chooses to take additional precautions. The notification will provide information regarding the employee's right to return to their previous job duties, if still available, without any adverse action after participating in COVID-19 quarantine or isolation activities. Employees will be provided relevant information about PCC's paid time off, sick leave, or other available benefits. Employees wishing to inquire about applicable COVID-19 related Leave Options should contact Human Resources and/or Payroll for more information and assistance completing any required forms.
- C. Employees will be allowed to return to their normal work duties once the employee has met all criteria to end isolation or quarantine based on guidance received from the LPHD and/or health care professional. As part of the reporting and notification process, the Reporting Team will provide information regarding the conditions under which a return to PCC is approved including a written statement that the employee can return to campus once all criteria are met.

Note: Vaccinated individuals are not required to quarantine if they meet the following criteria:

- Are fully vaccinated (i.e., ≥ 2 weeks following receipt of the second dose in a 2-dose series, or ≥ 2 weeks following receipt of one dose of a single-dose vaccine)
- Have remained asymptomatic since the current COVID-19 exposure

Note: Fully vaccinated individuals should get tested for COVID-19 5-7 days after an exposure even if asymptomatic; They should also wear a mask indoors in public for 14 days following exposure or until their test result is negative.

Persons who do not meet the above criteria should continue to follow current quarantine guidance after exposure to someone with suspected or confirmed COVID-19.

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