



COVID-19 Testing Policy

As COVID-19 cases begin to surge in Ohio and nationwide, it is important that we take every precaution to protect our staff and consumers. We will begin requiring a COVID-19 test and subsequent negative result before returning to work as of 7/9/20 in the following situations:

- Traveling outside of Ohio for any reason or length of time
- Hosting visitors from outside of Ohio in your residence
- Being part of a group larger than 20 people, even if masks are worn and social distancing is practiced
- Participating in any social justice rally or gathering in a public domain
- Experiencing a new onset of any of the symptoms below:
 - A fever of greater than 99.4 for 4 consecutive hours
 - Cough
 - Muscle/body aches
 - Body chills or sweats
 - Sore throat
 - Loss of taste or smell
 - Shortness of breath (seek medical attention)
- Any first-degree exposure to a confirmed case of COVID-19

It is your responsibility to notify your direct supervisor if you plan to expose yourself to any of the above situations OR if you have found yourself in one of them after the fact. Continue to use the symptom tracker and/or daily temperature checks as a daily point of reference. Any refusal may result in unpaid LOA.

This policy is in accordance with The Equal Employment Opportunity Commission:

A.6. *May an employer administer a COVID-19 test (a test to detect the presence of the COVID-19 virus) before permitting employees to enter the workplace? (4/23/20)*

The ADA requires that any mandatory medical test of employees be “job related and consistent with business necessity.” Applying this standard to the current circumstances of the COVID-19 pandemic, employers may take steps to determine if employees entering the workplace have

COVID-19 because an individual with the virus will pose a direct threat to the health of others. Therefore, an employer may choose to administer COVID-19 testing to employees before they enter the workplace to determine if they have the virus.

Testing Info

1. Wexner Medical Center- Drive Thru Testing (614) 293-3200

Let them know you are a front-line, essential worker and work providing home health and/or wellness to the DD Community. They will triage you over the phone and ask whether or not you are symptomatic. Provide insurance information if you have coverage. If not, it won't prevent you from getting tested. Results are usually provided within 24 hours.

2. Contact your PCP

3. Most CVS and Walgreens locations are providing testing by appointment

*A voluntary 10-day **unpaid** quarantine may be approved in lieu of testing. Contact Nate for approval.

Email results to humanresources@upreachgroup.com

Signature

Date

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