Return to Work for Known or Suspected Persons

In Compliance with the VA Department of Labor and Industry
§16VAC25-220, Emergency Temporary Standard
Effective July 27, 2020
Updated per Virginia Department of Health (VDH) Guidelines September 18, 2020 &
The CDC Guidelines July 27, 2021

The following guidelines per the Virginia Department of Labor and Industry, the CDC, and the VDH guidelines are for the return of individuals of a known or suspected COVID-19 positive case.

Time-based strategy:

A known or suspected COVID-19 positive individual can return (e.g. be around others) when they have satisfied the relevant time-based strategy requirements per the Virginia Department Labor and Industry, CDC, and VDH guidelines as follows:

- An individual who has had close contact with someone with COVID-19 can return from quarantine after:
    - Continuing to have no symptoms; **and**
    - Fourteen (14) days have passed since last exposure.
    - If a household member has tested positive, the employee can return 14 days after their household member has been cleared from isolation.

- An individual who knows they had COVID-19 and had symptoms can return after:
    - Ten (10) days have passed with no fever, without the use of fever reducing medications; **and**
    - Respiratory symptoms have improved. Return on the 11th day.

- An individual who tested positive for COVID-19, but had no symptoms can return after:
    - Continuing to have no symptoms; **and**
    - Ten (10) days have passed since positive test. Return on the 11th day.

Fully vaccinated and gone two weeks beyond your final vaccination:

Per CDC guidelines, "If (a fully vaccinated person has) been around someone who has COVID-19, you should get tested 3-5 days after your exposure, even if you don't have symptoms. You should also wear a mask indoors in public for 14 days following exposure or until your test result is negative. You should isolate for 10 days if your test result is positive."

COVID-19 tests not covered by insurance will be covered by Randolph College. Contact Human Resources if you need assistance.