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Policy Area Infection Prevention
Applicability FHCC Outpatient Policies
References Org Wide/
Institutional

Fred Hutchinson Cancer Center Sick Policy - Stay Home/Return to Campus Guidelines

SCOPE:

This policy applies all Fred Hutchinson Cancer Center ("Fred Hutch") workforce members.

PURPOSE:

The purpose of this policy is to prevent the transmission of respiratory illnesses, including COVID-19, to other Workforce Members and patients, as respiratory virus infections are a cause of significant morbidity and mortality among patients undergoing cancer care - **even very minimal symptoms can pose high risk for many Fred Hutchinson Cancer Center patients.** This policy will provide Workforce Members with guidance on when they should stay home, when to get tested for COVID-19, and when it is safe to return to campus.

DEFINITIONS:

- **Close contact:** being within approximately 6 feet (2 meters) of a person with infectious COVID-19 for 15 minutes or more (time limit does not apply to exposures that result from an aerosol-generating procedure) or having unprotected direct contact with infectious secretions or excretions of the confirmed person with COVID-19.
- **Onset Date:** For the purposes of counting the days, the illness onset date is Day 0. Day 1 begins the next calendar day (e.g., Symptoms begin on Sunday; Sunday is day zero; Monday is day one; and Friday is day five). Additionally, "Onset Date" is either the day of symptoms beginning or the day of positive test, whichever is earlier.
- **Up to Date:** You are Up to Date with your COVID-19 vaccines when you have received all doses in the

primary series and all boosters recommended for you, when eligible.

• **Workforce Member** –

- All employees who work in Fred Hutchinson Cancer Center facilities (full time, part time, all classifications of hybrid [1-5 days per week on campus; remote], and temporary full time, part time, or hybrid)
- All non-employees who work in Fred Hutchinson Cancer Center facilities (full time, part time, all classifications of hybrid [1-5 days per week on campus; remote], and temporary full time, part time, or hybrid). Non-employees for purposes of this Policy include but are not limited to:
- Non-employee faculty members (e.g., HHMI investigators)
- Clinical, medical and/or administrative staff (e.g., from UW Medicine, UW School of Medicine, Seattle Children’s Hospital)
- Visiting scientists, postdocs, graduate students
- Agency employees, interns and volunteers

POLICY:

Stay at Home - Return to Campus Table

	Symptoms	When Should I Stay Home?	When Can I Return to Campus?
SYMPTOMS	<ul style="list-style-type: none"> • Fever (38C/ 100.4F) • Chills • Cough • Sore throat • Shortness of breath/difficulty breathing • Myalgia (body aches) • Fatigue or malaise • Headache • Abdominal pain • Vomiting/nausea • Diarrhea • Loss of smell or taste • Runny nose/postnasal drip • Sinus congestion/ 	<p>STAY HOME and self isolate if you have one or more symptoms</p> <p>If you are at work, notify your manager and go home.</p> <p>Get COVID-19 testing immediately</p> <p>PCR testing preferred, antigen tests OK</p> <p>NOTE: Workforce Members who have recovered from SARS-CoV-2 infection in the prior 30 days should use an FDA approved Antigen test. A PCR test may continue to have detectable RNA after risk of transmission has passed.</p> <p>Workforce Members with chronic conditions see Chronic Symptoms</p>	<p>COVID-19 Testing is highly recommended. If no testing is performed, return to campus when:</p> <ul style="list-style-type: none"> • At least 10 days after illness onset [1] (return to campus Day 11)*, AND • No fever for 24 hours (without the use of fever-reducing medication), AND • Symptoms have significantly improved, AND • Coughing, sneezing, nose blowing is infrequent, controllable, and does not interrupt

	Symptoms	When Should I Stay Home?	When Can I Return to Campus?
	stuffy nose • Sneezing • Sputum production		work (without the use of fever-reducing or cough medication) * If testing performed, return to campus when: <ul style="list-style-type: none"> • 1 negative PCR test or 2 negative FDA approved home antigen tests, 48 hours apart, AND • No fever for 24 hours (without the use of fever-reducing medication), AND • Symptoms have significantly improved, AND • *Coughing, sneezing, nose blowing is infrequent, controllable, and does not interrupt work (without the use of fever-reducing or cough medication) <i>*Discuss with your manager if you're unclear if your symptoms are resolved enough to return to campus.</i>
SYMPTOMS Tested - COVID-19 POSITIVE	Any of the above symptoms	STAY HOME if you have one or more symptoms	Workforce Members with mild to moderate illness who are not moderately to severely immunocompromised [2] Return to campus when:

	Symptoms	When Should I Stay Home?	When Can I Return to Campus?
			<ul style="list-style-type: none"> • No fever for 24 hours (without the use of fever-reducing medication), AND • Symptoms have significantly improved, AND • *Coughing, sneezing, nose blowing is infrequent, controllable, and does not interrupt work (without the use of fever-reducing or cough medication), AND • At least 5 days after illness onset [1] AND • Negative FDA approved antigen test on Day 5 (return to campus on Day 6) OR • Negative FDA approved antigen test on Day 7 (return to campus on Day 8) OR • If persistent antigen test positive or no testing completed, at least 10 days after illness onset (return to campus on Day 11) <p><i>*Discuss with your manager if you're unclear if your symptoms are resolved enough to return to campus.</i></p>

	Symptoms	When Should I Stay Home?	When Can I Return to Campus?
HIGH RISK CLOSE CONTACT COVID-19 EXPOSURE	High risk close contact exposure to someone who is COVID-19 positive in your home, community, or work Close contact: being within approximately 6 feet of a person with infectious COVID-19 for 15 minutes or more (time limit does not apply to exposures that result from an aerosol-generating procedure) or having unprotected direct contact with infectious secretions or excretions of the confirmed person with COVID-19.	STAY HOME if you have one or more symptoms OK to work if asymptomatic Get COVID-19 testing immediately PCR testing preferred, antigen tests OK NOTE: No testing required for Workforce Members who have recovered from SARS-CoV-2 infection in the prior 30 days.	COVID-19 Testing on Days 1, 3 & 5 <ul style="list-style-type: none"> • Day 0 is the date of illness onset or date of last exposure [1] • Wear highest level mask available until Day 10 • Take meal breaks alone • Self-monitor for signs and symptoms of COVID-19 for 14 days after the date of last contact • If symptoms develop, stay home and follow the 'SYMPTOMS' table above.

[1] For the purposes of counting the days, the illness onset date or date of last exposure is Day 0. Day 1 begins the next calendar day (e.g., Symptoms begin on Sunday; Sunday is day zero; Monday is day one; and Friday is day five). Additionally, "Onset Date" is either the day of symptoms beginning or the day of positive test, if asymptomatic.

[2] Refer to [CDC's Criteria for Return to Work for Healthcare Personnel with SARS-CoV-2 Infection](#) for the definition of mild, moderate, severe and critical illness and for the definition of moderately to severely immunocompromised. See sections below for return to campus guidelines for moderately to severely immunocompromised Workforce Members.

CLEARANCE TO RETURN TO CAMPUS - Managers may clear Workforce Members to work on campus using the guidance above.

Do not come to campus if you are sick. We care about the health and safety of you, your colleagues, our patients, and visitors. We all need to work together to minimize the risk of spreading respiratory viruses at Fred Hutchinson Cancer Center. If you are unsure if you should come to campus, consult Occupational Health at 206-667-4866 or email ohn@fredhutch.org.

Antigen Testing Guidance for SARS-CoV-2

Testing for COVID-19 and early isolation are important strategies for preventing the spread of this infection to others. The gold standard for testing for SARS-CoV-2, the virus that causes COVID-19, is a molecular polymerase chain reaction (PCR) test. Another testing option that is becoming more widely available and used in the community is antigen testing. Antigen testing is not as sensitive as PCR testing and thus, is not Fred Hutchinson Cancer Center's preferred method for determining if someone is currently infected and infectious with COVID-19. **There is an exception for Workforce Members who have recovered from SARS-CoV-2 infection in the prior 30 days. These individuals should use an [FDA approved](#) antigen test as a PCR test may continue to have detectable RNA after risk of transmission has passed.**

Occupational Health and Infection Prevention provide guidance on how antigen testing can inform next steps in management of COVID-19, whether that be confirmatory testing, isolation or seeking more information based on unique scenarios.

Please Note: If you are testing due to symptoms (even if mild), you should stay at home and isolate. The only time isolation is not required is when testing is being used for **asymptomatic persons**. Do not come to campus with symptoms (even if mild) consistent with COVID-19. In these scenarios, use either the [online survey](#) and self-schedule a PCR COVID-19 test through [SOLV](#) or take an FDA approved antigen test. If using antigen tests, take 2 tests at least 48 hours apart. If you don't have access to FDA approved antigen tests, make a note in your survey and request test kits (shipped via Fedex, 2-day shipping, limited stock available). Call Occupational Health at 206-667-4866 for assistance in evaluating your symptoms and getting tested.

Chronic Symptoms

Workforce Members with chronic symptoms or conditions should self identify to Occupational Health and follow the guidance below until symptoms resolve:

- Complete COVID-19 testing (PCR preferred, antigen tests OK) - Complete the [online survey](#) and self-schedule a PCR COVID-19 test through [SOLV](#). If using FDA approved antigen tests, take 2 tests at least 48 hours apart. If you don't have access to FDA approved antigen test kits, make a note in your survey and request test kits (shipped via Fedex, 2-day shipping, limited stock available). Stay home while baseline COVID-19 test is pending and return to campus when negative.
- Consult with Occupational Health about chronic conditions and rule out if symptoms may be due to other infectious causes.
 - If new or worsening symptoms develop, stay home, and recomplete COVID-19 testing as described above.
 - If symptoms are stable, repeat COVID-19 testing every two weeks for surveillance testing until symptoms resolve. Workforce Member may continue to work on campus while undergoing surveillance testing as long as they do not have new or worsening symptoms.
- NOTE: Workforce Members who have recovered from SARS-CoV-2 infection in the **prior 30 days** should use an FDA approved antigen test. A PCR test may continue to have detectable RNA after risk of transmission has passed.

Workforce Members - Return to Campus from COVID-19

Infection

For Workforce Members with mild to moderate illness who are not immunocompromised [2]:

- Significant improvement of symptoms, **AND**
- At least 5 days after illness onset [1], **AND**
- At least 24 hours have passed since last fever without the use of fever-reducing medications, **AND**
- Negative [FDA approved](#) Antigen test on day 5 (return to campus Day 6)*, **OR**
- Negative FDA approved Antigen test on Day 7 (return to campus Day 8)*, **OR**
- If persistent antigen positive or no testing completed, at least 10 days after illness onset (return to campus on Day 11).

*Perform the Antigen test on Day 5 only if symptoms are significantly improved.. If negative, you may return to campus so long as all other criteria listed above are met.

For Workforce Members with mild to moderate illness who are not immunocompromised [2]:

- At least 20 days after illness onset [1], (return to campus Day 21)* **AND**
- At least 24 hours have passed since last fever without the use of fever-reducing medication, **AND**
- Significant improvement of symptoms*

**If you have tested positive for COVID-19 and are experiencing persistent symptoms once guidelines are met, please contact Occupational Health at 206-667-4866 or email ohn@fredhutch.org for further guidance.*

Fred Hutch Sick Policy - Stay at Home/Return to Campus Flowchart

Visit [Occupational Health on CenterNet](#) for flowchart that includes a summary of what to do if workforce members have symptoms or higher-risk exposures to COVID-19.

REFERENCES:

- CDC Interim Guidance for Managing Healthcare Personnel with SARS-CoV-2 Infection or Exposure to SARS-CoV-2, <https://www.cdc.gov/coronavirus/2019-ncov/HCP/guidance-risk-assesment-HCP.html>
- CDC Strategies to Mitigate Healthcare Personnel Staffing Shortages, <https://www.cdc.gov/coronavirus/2019-ncov/hcp/mitigating-staff-shortages.html>
- CDC Stay Up To Date with your COVID-19 Vaccines Including Boosters, https://www.cdc.gov/coronavirus/2019-ncov/vaccines/stay-up-to-date.html?s_cid=11747:cdc%20up%20to%20date%20vaccination:sem.ga:p:RG:GM:gen:PTN:FY22
- CDC Overview of Testing for SARS-CoV-2, the virus that causes COVID-19, <https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-overview.html>
- CDC Isolation and Precautions for People with COVID-19, <https://www.cdc.gov/coronavirus/2019-ncov/your-health/isolation.html>

Attachments

Approval Signatures

Step Description	Approver	Date
	Natalie Simpson: Policy & Practices Mgr	4/11/2023
	Terry McDonnell: VP & Chief Nursing Officer	4/10/2023
	Judith Davies: Occupational Health Mgr, Sr	4/10/2023

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