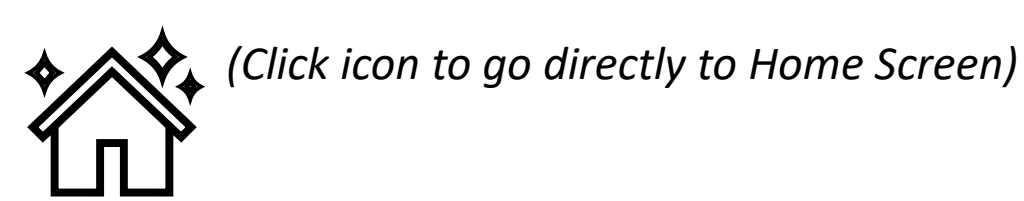




# Employee Health Policy Tool

2022 FDA Food Code

v2

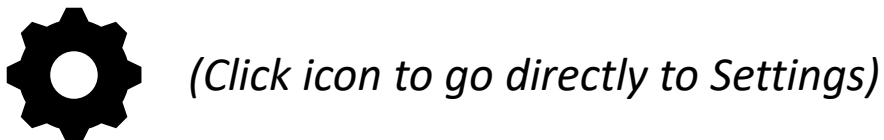


# Introduction to this Tool

The Food and Drug Administration (FDA) developed this **Employee Health Policy Tool** to encourage practices that can help prevent the transmission of foodborne viruses and bacteria in food establishments from ill employees. This tool will help users navigate restriction and exclusion requirements identified in 2-201 of the **2022 FDA Food Code** using clickable pathways dependent upon the role of the user and the symptoms and/or diagnoses presented.

For questions about specific employee health policy provisions in the FDA Food Code, please see 2-201 of the Food Code and/or contact your [FDA Retail Food Specialist](#). Please follow your state/local/tribal/territorial health codes for employee health policies applicable to your location.

To view the settings for this tool (i.e., instructions and recommendations, format of tool, acronyms, definitions, and additional resources), click on the gear icon below.





# HOME SCREEN

What is your role in the food establishment? *(Click to choose)*



**PERSON-IN-CHARGE**



**EMPLOYEE**

 BACK



*(Click icon to go back to Home Screen)*

# General Symptoms

Do you have.....

*(Click to choose)*

**Common cold**

**Cough**

**Fever only**

**COVID**

**Contacted someone who was sick**

**Vomiting**

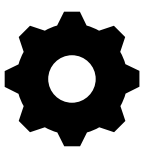
**Diarrhea**

**Jaundice**

**Diagnosed with illness**

**Sore throat w/ fever**

**Infected wound/  
pustular boil**



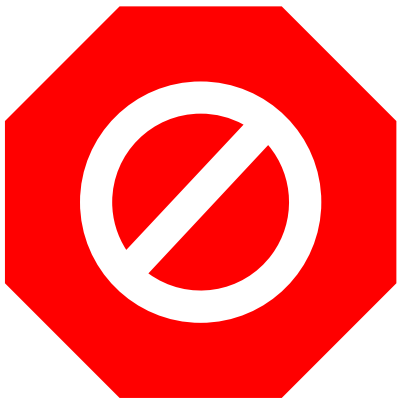
# General Symptoms – What To Do

Inform your  
manager/  
supervisor

Talk to your manager/  
supervisor and follow internal  
policies



# These are possible symptoms of foodborne illness!



**STOP!**

- Stop working immediately or don't report to work
- You are **required** to let your manager/supervisor know right away
- Remember: protect people everywhere by not working when you are sick



# These may be possible symptoms of foodborne illness!



**STOP!**

- Do not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles
- You are **required** to let your manager/supervisor know right away
- Remember: protect people everywhere by not working when you are sick







(Click icon to go back to Home Screen)

# Main Symptoms/Diagnoses

Is Your Employee Reporting...

(Click to choose)

**Symptoms**

**Diagnosed with Symptoms**

**Diagnosed with Resolved Symptoms**

**Diagnosed without Symptoms**

**Exposure without Symptoms**







*(Click icon to go back to Main Symptoms/Diagnoses)*



# Symptoms\* – Employees Are Required to Notify You

*(Click to choose)*

Vomiting

Diarrhea

Sore Throat with Fever

Jaundice

Infected Wound or Pustular Boil

\*Note: For multiple symptoms, use the more restrictive option.





*(Click icon to go back to Main Symptoms/Diagnoses)*

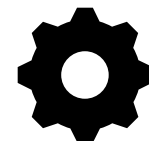
**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Symptoms: Vomiting

Serving HSP
Exclude

Not Serving HSP
Exclude





(Click icon to go back to Main Symptoms/Diagnoses)

# Vomiting – Requirements To Work

Removing  
Restriction or  
Exclusion

- They have been asymptomatic for at least 24 hours or provides medical documentation.
- Exceptions: If diagnosed with Norovirus, Shigella spp., STEC, Hepatitis A, or typhoid fever (see [Diagnosed with Symptoms](#)).

Health Department  
Approval Required?

Not required if not diagnosed

← BACK





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Symptoms: Diarrhea

Serving HSP
Exclude

Not Serving HSP
Exclude





(Click icon to go back to Main Symptoms/Diagnoses)

# Diarrhea – Requirements To Work

Removing  
Restriction or  
Exclusion

- They have been asymptomatic for at least 24 hours or provides medical documentation.
- Exceptions: If Diagnosed with Norovirus, STEC, Hep A, or S. Typhi (see [Diagnosed w/ Symptoms](#))

Health Department  
Approval Required?

Not required if not diagnosed

← BACK





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Symptoms: Sore Throat with Fever

**Serving HSP**

**Exclude**

**Not Serving HSP**

**Restrict**

**BACK**





(Click icon to go back to Main Symptoms/Diagnoses)

# Sore throat w/ fever – Requirements To Work

Removing  
Restriction or  
Exclusion

When they provide written medical documentation that meets one of the following:

- Received antibiotic therapy for *Streptococcus pyogenes* infection for more than 24 hours;
- Has at least one negative throat culture for *Streptococcus pyogenes* infection; or
- Determined by health practitioner to be free of *Streptococcus pyogenes* infection

Health Department  
Approval Required?

No

← BACK







(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Symptoms: Jaundice

Serving HSP

Exclude  
if onset occurred  
within the last 7 days

Not Serving HSP

Exclude  
if onset occurred  
within the last 7 days

Note: Discuss with employee if jaundice is from a pre-existing condition that does not require an exemption.

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)

# Jaundice – Requirements To Work

Removing  
Restriction or  
Exclusion

When approval is obtained from the health department, and:

- They have been jaundiced for more than 7 calendar days, or
- They provide medical documentation stating they are free of a Hepatitis A virus infection.

Health Department  
Approval Required?

Yes



Note: Discuss with employee if jaundice is from a pre-existing condition that does not require an exemption.





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Symptoms: Infected Wound or Pustular Boil

**Serving HSP**

**Restrict**

**Not Serving HSP**

**Restrict**

**BACK**





(Click icon to go back to Main Symptoms/Diagnoses)

# Infected Wound or Pustular Boil – Requirements To Work

Removing  
Restriction or  
Exclusion

Wound with pus that is open or draining:

- Hands and wrists – an impermeable cover protects the lesion and glove is worn over the impermeable cover;
- Exposed arms – protected by an impermeable cover; or
- On other parts of the body – covered by a dry, durable, tight-fitting bandage.

Health Department  
Approval Required?

No

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Diagnosed with Symptoms – You Are Required to Notify the Health Department

(Click to choose)

Hepatitis A

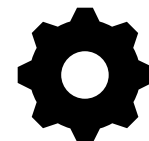
Typhoid Fever  
(*S. Typhi*)

Nontyphoidal *Salmonella*  
(NTS)

STEC

Norovirus

*Shigella*  
*spp.*





*(Click icon to go back to Main Symptoms/Diagnoses)*

REQUIREMENTS TO  
RETURN TO WORK

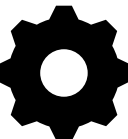
FDA

## Diagnosed w/ Symptoms: Hepatitis A

Serving HSP or Not Serving HSP

Exclude if within 14 days of  
start of any symptom, or within  
7 days of the start of jaundice

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Hepatitis A – Requirements To Work (Diagnosed w/ Symptoms)

Removing  
Exclusion

When approval is obtained from the health department, and:

- They have been jaundiced for more than 7 calendar days, or
- The employee without jaundice has had symptoms for more than 14 days, or
- They provide medical documentation

Health Department  
Approval Required?

Yes







*(Click icon to go back to Main Symptoms/Diagnoses)*

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed w/ Symptoms: Typhoid Fever (*S. Typhi*)

Serving HSP or Not  
Serving HSP

Exclude

BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Typhoid Fever (*S. Typhi*) – Requirements To Work

(Diagnosed w/ Symptoms)

Removing  
Exclusion

When approval is obtained from the health department, and:

- They provide medical documentation that states they are free of a *S. Typhi* infection

Health Department  
Approval Required?

Yes





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Diagnosed w/ Symptoms: Nontyphoidal *Salmonella* (NTS)

Serving HSP or Not  
Serving HSP

Exclude based on  
vomiting or diarrhea  
symptoms

BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Nontyphoidal *Salmonella* (NTS) – Requirements To Work

(Diagnosed w/ Symptoms)

Removing Exclusion

When approval is obtained from the health department, and:

- Medical documentation that the employee is free of a NTS infection based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart; or
- Symptoms of vomiting or diarrhea resolved and >30 days have passed since they became asymptomatic

Health Department Approval Required?

Yes





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

## Diagnosed w/ Symptoms: STEC

Serving HSP or Not  
Serving HSP

Exclude based on  
vomiting or diarrhea  
symptoms

← **BACK**





(Click icon to go back to Main Symptoms/Diagnoses)



# STEC – Requirements To Work (Diagnosed w/ Symptoms)

Removing  
Exclusion

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - They are medically cleared Medically cleared based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart, or
  - More than 7 days have passed since not having symptoms.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Diagnosed w/ Symptoms: Norovirus

Serving HSP or Not  
Serving HSP

Exclude based on  
vomiting or diarrhea  
symptoms

← **BACK**







(Click icon to go back to Main Symptoms/Diagnoses)



# Norovirus – Requirements To Work (Diagnosed w/ Symptoms)

Removing  
Exclusion

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - Medically cleared, or
  - More than 48 hours have passed since they became asymptomatic.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Diagnosed w/ Symptoms: *Shigella* spp.

Serving HSP or Not  
Serving HSP

Exclude based on  
vomiting or diarrhea  
symptoms

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# *Shigella* spp. – Requirements To Work (Diagnosed w/ Symptoms)

Removing  
Exclusion

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - Medically cleared based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart, or
  - More than 7 days have passed since they became asymptomatic.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





(Click icon to go back to Main Symptoms/Diagnoses)

# Diagnosed with Resolved symptoms – You Are Required to Notify the Health Department

(Click to choose)

Hepatitis A

Typhoid Fever  
(*S. Typhi*)

Nontyphoidal *Salmonella*  
(NTS)

STEC

Norovirus

*Shigella*  
*spp.*





*(Click icon to go back to Main Symptoms/Diagnoses)*

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Diagnosed w/ Resolved Symptoms: Hepatitis A

### Serving HSP

Exclude if within 14  
days of any  
symptom, or within  
7 days of jaundice

### Not Serving HSP

Exclude if within 14  
days of any  
symptom, or within  
7 days of jaundice

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Hepatitis A – Requirements To Work (Diagnosed w/ Resolved Symptoms)

Removing  
Exclusion or  
Restriction

When approval is obtained from the health department, and:

- They have been jaundiced for more than 7 calendar days, or
- They, without jaundice, have had symptoms for more than 14 days, or
- They provides medical documentation

Health Department  
Approval Required?

Yes





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed w/ Resolved Symptoms: Typhoid Fever (*S. Typhi*) including previous illness w/ *S. Typhi*

Serving HSP

Exclude

Not Serving HSP

Exclude

← BACK







(Click icon to go back to Main Symptoms/Diagnoses)

# Typhoid Fever (*S. Typhi*) – Requirements To Work

(Diagnosed w/ Resolved Symptoms)

Removing  
Exclusion or  
Restriction

When approval is obtained from the health department, and:

- They provide medical documentation that states they are free of an *S. Typhi* infection

Health Department  
Approval Required?

Yes

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed w/ Resolved Symptoms: Nontyphoidal *Salmonella* (NTS)

Serving HSP

Restrict

Not Serving HSP

Restrict

BACK





(Click icon to go back to Main Symptoms/Diagnoses)

# Nontyphoidal *Salmonella* (NTS) – Requirements To Work

(Diagnosed w/ Resolved Symptoms)

Removing Exclusion or Restriction

When approval is obtained from the health department, and:

- They provide medical documentation that states the food employee is free of a nontyphoidal *Salmonella* infection or
- Symptoms of vomiting or diarrhea resolved and >30 days have passed since they became asymptomatic

Health Department Approval Required?

Yes





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

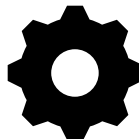


# Diagnosed w/ Resolved Symptoms: STEC

Serving HSP
Exclude

Not Serving HSP
Restrict

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# STEC – Requirements To Work (Diagnosed w/ Resolved Symptoms)

Removing  
Exclusion or  
Restriction

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - Medically cleared, or
  - More than 7 calendar days have passed since they became asymptomatic.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility





*(Click icon to go back to Main Symptoms/Diagnoses)*

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed w/ Resolved Symptoms: Norovirus

Serving HSP

Exclude

Not Serving HSP

Restrict

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Norovirus – Requirements To Work (Diagnosed w/ Resolved Symptoms)

Removing  
Exclusion or  
Restriction

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - Medically cleared, or
  - More than 48 hours have passed since they became asymptomatic.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Diagnosed w/ Resolved Symptoms: *Shigella* spp.

Serving HSP

Exclude

Not Serving HSP

Restrict

← BACK







(Click icon to go back to Main Symptoms/Diagnoses)



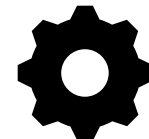
# *Shigella* spp. – Requirements To Work (Diagnosed w/ Resolved Symptoms)

Removing  
Exclusion or  
Restriction

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
  - Approval is obtained from the health department, and
  - Medically cleared, or
  - More than 7 calendar days have passed since they became asymptomatic.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility





(Click icon to go back to Main Symptoms/Diagnoses)



# Diagnosed without Symptoms – You Are Required to Notify the Health Department

(Never Developed Symptoms)

(Click to choose)

Hepatitis A

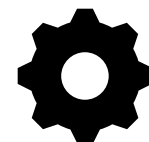
Typhoid Fever  
(*S. Typhi*)

Nontyphoidal *Salmonella*  
(NTS)

STEC

Norovirus

*Shigella*  
*spp.*





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**



# Diagnosed without Symptoms: Hepatitis A

Serving HSP
Exclude

Not Serving HSP
Exclude





(Click icon to go back to Main Symptoms/Diagnoses)



# Hepatitis A – Requirements To Work (Diagnosed without Symptoms)

Removing  
Exclusion or  
Restriction

When approval is obtained from the health department, and:

- They, without jaundice, has had symptoms for more than 14 days, or
- They provides medical documentation

Health Department  
Approval Required?

Yes





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed without Symptoms: Typhoid Fever (*S. Typhi*) including previous illness w/ *S. Typhi*

Serving HSP

Exclude

Not Serving HSP

Exclude

BACK





(Click icon to go back to Main Symptoms/Diagnoses)

# Typhoid Fever (*S. Typhi*) – Requirements To Work

(Diagnosed without Symptoms)

Removing  
Exclusion or  
Restriction

When approval is obtained from the health department, and:

- They provide medical documentation that states they are free of an *S. Typhi* infection.

Health Department  
Approval Required?

Yes





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

# Diagnosed without Symptoms: Nontyphoidal *Salmonella* (NTS)

Serving HSP

Restrict

Not Serving HSP

Restrict

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# Nontyphoidal *Salmonella* (NTS) – Requirements To Work

(Diagnosed without Symptoms)

Removing Exclusion or Restriction

When approval is obtained from the health department, and:

- They provide medical documentation that states the food employee is free of a nontyphoidal *Salmonella* infection based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart, or
- They did not develop symptoms and >30 days have passed since the food employee was diagnosed.

Health Department Approval Required?

Yes







*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Diagnosed without Symptoms: STEC

**Serving HSP**

**Exclude**

**Not Serving HSP**

**Restrict**

**BACK**





(Click icon to go back to Main Symptoms/Diagnoses)



# STEC – Requirements To Work (Diagnosed without Symptoms)

Removing  
Exclusion or  
Restriction

Remains excluded or restricted until approval is obtained from the health department, and:

- Medically cleared based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart, or
- More than 7 calendar days have passed since they were diagnosed.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Diagnosed without Symptoms: Norovirus

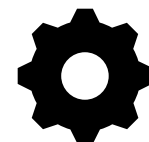
**Serving HSP**

**Exclude**

**Not Serving HSP**

**Restrict**

**BACK**





(Click icon to go back to Main Symptoms/Diagnoses)



# Norovirus – Requirements To Work (Diagnosed without Symptoms)

Removing  
Exclusion or  
Restriction

Remains excluded or restricted until approval is obtained from the health department, and:

- Medically cleared, or
- More than 48 hours have passed since they were diagnosed.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Diagnosed without Symptoms: *Shigella* spp.

Serving HSP

Exclude

Not Serving HSP

Restrict

← BACK





(Click icon to go back to Main Symptoms/Diagnoses)



# *Shigella* spp. – Requirements To Work (Diagnosed without Symptoms)

Removing  
Exclusion or  
Restriction

Remains excluded or restricted until approval is obtained from the health department, and:

- Medically cleared based on 2 stool samples taken at least 48 hrs. after stopping antibiotics and at least 24 hrs. apart, or
- More than 7 calendar days have passed since they were last diagnosed.

Health Department  
Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





(Click icon to go back to Main Symptoms/Diagnoses)

FDA

# Exposure without symptoms – You Are Required to Notify the Health Department

(History of Exposure, No Symptoms)

(Click to choose)

Hepatitis A

Typhoid Fever  
(*S. Typhi*)

STEC

Norovirus

*Shigella spp.*





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Exposure without Symptoms: Hepatitis A

**Serving HSP**

**Restrict**

**Not Serving HSP**

Educate employee on symptoms to watch for and follow good hygienic practices, handwashing, and no barehand contact with ready-to-eat foods.

**BACK**







(Click icon to go back to Main Symptoms/Diagnoses)



# Hepatitis A – Requirements To Work (Exposure without Symptoms)

Removing  
Restriction

When any of the following is met:

- They are immune to Hepatitis A infection because of a prior illness from Hepatitis A, vaccination against Hepatitis A, or IgG administration; or
- More than 30 calendar days have passed since the last exposure, or since their household contact became jaundiced; or
- Do not use an alternative procedure that allows barehand contact with ready-to-eat food until at least 30 days after the potential exposure receives additional training.

Health Department  
Approval Required?

No





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Exposure without Symptoms: Typhoid Fever (*S. Typhi*)

**Serving HSP**

**Restrict**

**Not Serving HSP**

Educate employee on symptoms to watch for and follow good hygienic practices, handwashing, and no barehand contact with ready-to-eat foods.

**BACK**





*(Click icon to go back to Main Symptoms/Diagnoses)*



# Typhoid Fever (*S. Typhi*) – Requirements To Work

(Exposure without Symptoms)

Removing Restriction

When 14 calendar days have passed since the last exposure, or more than 14 days has passed since their household contact became asymptomatic.

Health Department Approval Required?

No





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Exposure without Symptoms: STEC

**Serving HSP**

**Restrict**

**Not Serving HSP**

Educate employee on symptoms to watch for and follow good hygienic practices, handwashing, and no barehand contact with ready-to-eat foods.

**BACK**





*(Click icon to go back to Main Symptoms/Diagnoses)*

FDA

# STEC – Requirements To Work (Exposure without Symptoms)

Removing  
Restriction

When more than 3 calendar days have passed since the last exposure, or more than 3 calendar days has passed since their household contact became asymptomatic.

Health Department  
Approval Required?

No





*(Click icon to go back to Main Symptoms/Diagnoses)*

**REQUIREMENTS TO  
RETURN TO WORK**

**FDA**

# Exposure without Symptoms: Norovirus

**Serving HSP**

**Restrict**

**Not Serving HSP**

Educate employee on symptoms to watch for and follow good hygienic practices, handwashing, and no barehand contact with ready-to-eat foods.

**BACK**





*(Click icon to go back to Main Symptoms/Diagnoses)*



# Norovirus— Requirements To Work (Exposure without Symptoms)

Removing  
Restriction

When more than 48 hours have passed since the last exposure, or more than 48 hours has passed since their household contact became asymptomatic.

Health Department  
Approval Required?

No





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO  
RETURN TO WORK

FDA

## Exposure without Symptoms: *Shigella* spp.

Serving HSP

Restrict

Not Serving HSP

Educate employee on symptoms to watch for and follow good hygienic practices, handwashing, and no barehand contact with ready-to-eat foods.

← BACK







(Click icon to go back to Main Symptoms/Diagnoses)



# *Shigella* spp. – Requirements To Work (Exposure without Symptoms)

Removing  
Restriction

When more than 3 calendar days have passed since the last exposure, or more than 3 calendar days have passed since their household contact became asymptomatic.

Health Department  
Approval Required?

No





*(Click icon to go back to Home Screen)*

# Settings *(Click to choose)*

**Instructions and  
Recommendations**

**Format of  
Tool**

**Acronyms**

**Definitions**

**Resources**



*(Click to go back to Introductions)*

# Instructions and Recommendations

1. Since this tool is a PDF document, it can be accessed using any device – cell phones, tablets, and/or computers. To access the tool, download or email the tool to a device for immediate use. If preferred, a free document reader or storage application may be used to store the file on a cell phone or tablet.
2. The tool uses icons and clickable options to help users navigate the exclusion/restriction requirements. Please refer to the [Format of Tool](#) section for a list of navigation icons.
3. To search for a specific text, users can utilize the PDF search function by clicking on **CTRL + F** on computers or using the search option on phones or tablets.
4. If using the tool on a cell phone, landscape mode is the recommended layout.



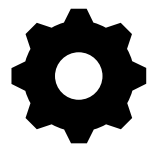
*(Click icon to go back to Home Screen)*

# Format of Tool

Aside from clickable options, this tool uses navigation icons to move to different sections:



Home Screen Icon (Person-In-Charge/Food Employee)



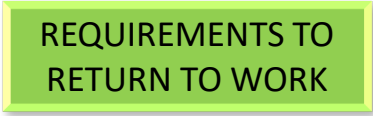
Settings Icon



Main Symptoms/Diagnoses Icon



Back and Next arrows



Button to access requirements to return to work





(Click icon to go back to Home Screen)

# Acronyms

- HSP – Highly Susceptible Population
- PIC – Person-in-Charge
- STEC – Shiga Toxin-producing *Escherichia coli*



# Definitions

- **Exclude** – to prevent a person from working as an employee in a food establishment or entering a food establishment as an employee.
- **Highly Susceptible Population** – persons who are more likely than other people in the general population to experience foodborne disease because they are:
  - Immunocompromised; preschool age children, or older adults; and
  - Obtaining food at a facility that provides services such as custodial care, health care, or assisted living, such as a child or adult day care center, kidney dialysis center, hospital or nursing home, or nutritional or socialization services such as a senior center
- **Restrict** – to limit the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through FOOD and the FOOD EMPLOYEE does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles

# Resources

1. [AFDO Sick Worker Toolkit](#)
2. [CDC – Talking with Sick Workers](#)
3. [FDA Employee Health and Personal Hygiene Handbook](#)
4. [FDA Model Food Code](#)
5. [FDA Retail Food Industry/Regulatory Assistance & Training](#)
6. [FDA Retail Food Protection page](#)
7. [How to Comply with the Americans with Disabilities Act: A Guide for Restaurants and Other Food Service Employers](#)



*(Click icon to go back to Home Screen)*

**FDA**

**U.S. FOOD & DRUG  
ADMINISTRATION**

**OFFICE OF REGULATORY AFFAIRS  
OSCP DIVISION OF RETAIL FOOD PROTECTION**