To help prevent the spread of 2019 coronavirus disease (COVID-19) in the community, Department of Defense (DoD) Commanders in coordination with medical experts have instituted transmission-based precautions. Transmission-based precautions include stay home from work policy, restriction of movement (ROM), quarantine, and isolation. Personnel who have symptoms of acute respiratory illness should notify their supervisor and avoid going to work. Personnel who have a high risk exposure to COVID-19 or who have traveled internationally or to U.S. states with CDC’s domestic travel advisory should be placed under quarantine/restriction of movement (ROM). Personnel who are found to be infected with COVID-19 should be placed under isolation at a healthcare facility, home, or another designated isolation facility.

The decision to discontinue transmission-based precautions and allow personnel to return to work (RTW) is based on balancing the potential benefits of decreasing transmission with minimizing social disruption. This guidance will be updated as more information becomes available.

### Quarantine / ROM

- **After travel to a high risk location** (per local policy) or close contact with COVID-19 positive case (or suspected case when operationally feasible), individuals should be placed on ROM / quarantine for 14 days.
- Personnel may RTW if no symptoms develop after 14 days since the date of departure from high risk location or the last date of contact with the individual with COVID-19, if they remain free of symptoms. One cannot test-out of ROM and you must complete the full 14-day period.
- Individuals with close contact with a patient under investigation (PUI) for COVID-19 do not need to be placed on 14-day ROM unless result of PUI’s lab test is confirmed to be positive. While awaiting results, commanders may temporarily restrict close contacts of PUIs from work. Commanders should consult with medical staff and balance the likelihood of a PUI becoming a positive case versus mission requirement when making their decision.
- Some personnel who are considered mission critical may complete modified quarantine/ROM requirements. Commanders should conduct a risk assessment in consultation with medical staff and decide if certain critical personnel can RTW with strict active or self-monitoring that includes: pre-screening, daily monitoring, wearing a cloth face cover, social distancing and frequent cleaning/disinfecting of work spaces.

1. Personnel living within high risk locations per CDC THN are not subject to domestic ROM policy and should follow local guidance on ROM.
2. Close contact is defined as a) being within 6 feet of a COVID-19 case for a prolonged period (>10 minutes); close contact can occur while caring for, living with, or visiting a COVID-19 case; or, b) having direct contact with infectious secretions (e.g., being coughed on).

### Patient Under Investigation (PUI)

A PUI is defined as a symptomatic individual with either a pending COVID-19 test OR for whom a test would have been ordered/conducted had one been available. Personnel identified as a PUI are undergoing a medical evaluation and may not RTW until cleared by their medical provider. The medical provider will make a determination whether the PUI is: a confirmed COVID-19 case based on testing, or a probable case based on clinical presentation, or considered to have another acute respiratory illness.

### COVID-19 Case (Confirmed or Probable COVID-19 Case)

After being diagnosed as having COVID-19 (confirmed or probable) by a clinician, personnel may RTW using one of the following clearance criteria:

1. **Non-testing method (preferred method):**
   - At least 72 hours have passed since resolution of fever without the use of fever-reducing medications and improvement of other symptoms of illness (e.g., cough, shortness of breath, loss of smell, headache, etc.); and
   - At least 14 days have passed since symptoms first appeared.

2. Using a FDA Emergency Use Authorization (EUA) approved test:
   - Resolution of fever, without use of fever-reducing medication (e.g. acetaminophen, etc.); and
   - Improvement in respiratory symptoms (e.g., cough, shortness of breath); and
   - Negative results from at least two consecutive nasopharyngeal swab specimens collected ≥24 hours apart (total of two negative specimens)

### Other Acute Respiratory Illness (i.e. flu and influenza like illnesses):

### Stay Home from Work

Personnel who have symptoms of acute respiratory illness are recommended to stay home and not report to work until 7 days has passed since symptoms first appeared and 72 hours has pass since the following are met, without the use of fever-reducing or other symptom-altering medicines:

- Resolution of fever (subjective or measured) or fever symptoms (shivering, chills, body aches, etc.)
- Improvement of other illness symptoms (sore throat, persistent cough, sinus congestion, fatigue, etc.)
Return to Work (RTW) Flowchart
Coronavirus Disease (COVID-19)
Revised 17 April 2020 (changes in red are new updates)

Healthy Individual

COVID-19 Positive (Test Positive or Probable)
- Isolation
  - Based on Lab Test
  - Not Based on Lab Test (Preferred Method)
    - RTW after:
      - Resolution of fever, without use of fever-reducing medication (e.g. acetaminophen, etc.); and
      - Improvement in respiratory symptoms (e.g., cough, shortness of breath); and
      - Negative results from at least two consecutive nasopharyngeal swab specimens collected ≥24 hours apart (total of two negative specimens)

Travel to High Risk Location (per local policy) OR Close contact with COVID-19 positive case
- Quarantine / Restriction of Movement (ROM)
  - RTW after: (cannot test out of Quarantine / ROM)
    - Remains Asymptomatic; and
    - 14 days since the date of departure from high risk location or the last date of high risk exposure to the individual with COVID-19
  - If symptoms develop seek medical evaluation.

Influenza-like Illness
- Home Self-Care
  - Symptoms not improving or worsening, seek medical for evaluation.

Symptoms improving, no indication for medical evaluation

Base on Lab Test
- Not Base on Lab Test (Preferred Method)
  - Test Negative
  - Test Positive
    - Probable COVID-19
    - Not Probable COVID-19
      - Go to “COVID-19 Positive” Scenario

RTW after 7 days has passed since symptoms first appeared and free of the following for at least 72 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants):
  - If previously on quarantine/ROM prior to symptoms developing, must complete remainder of 14-day ROM.
  - Resolution of fever (subjective or measured) or fever symptoms (shivering, chills, body aches, etc.)
  - Improvement of other illness symptoms (sore throat, persistent cough, sinus congestion, fatigue, etc.)