

This table gives some potential scenarios that can be used to evaluate the potential actions needed if an employee comes into contact with ill persons or has contact with a contact of a person who has tested positive for COVID-19 as well as recommended actions for each. These scenarios are general and provide basic guidance regarding the types of contact that could occur. Please note that, depending on the employee’s job duties, work environment, and specific COVID-19 situation, the local Health Department recommendations may vary from those below and should be followed accordingly. Supervisors should consult Human Resources staff with questions or concerns regarding any specific instances of exposure related to Loudoun County employees.

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COVID-19 Situation	Risk	Recommendation
Situation 1: Employee tested positive for COVID-19 and is symptomatic OR asymptomatic.	The employee is presumed infectious with coronavirus.	<ul style="list-style-type: none"> If symptomatic, self-isolate (stay at home) for at least 24 hours after the employee no longer has a fever (without the use of fever-reducing medications) AND other symptoms are improved (for example, when your cough or shortness of breath have improved), AND at least 10 days have passed since symptoms first started. If asymptomatic, self-isolate for 10 days after first positive test obtained, unless becomes symptomatic. If so, follow above guidance. For healthcare professionals only, may also discontinue isolation if there is a critical provider shortage after negative COVID-19 test results from at least two consecutive respiratory specimens collected ≥24 hours apart (total of two negative specimens).
Situation 2: Employee has symptoms consistent with COVID-19, is not a close contact with a known COVID-19 case , and a COVID-19 test result is pending.	The employee is symptomatic with a pending COVID-19 test result.	Self-isolate until a negative test result and for at least 24 hours after symptoms resolve or a return to work note with a different diagnosis (for example, allergies) is received from the employee’s healthcare provider. If positive test result, follow Situation 1.
Situation 3: Employee is experiencing symptoms consistent with COVID-19 and has not been tested for COVID-19.	The employee is presumed infectious from some virus.	Self-isolate. Encourage employee to consult with their healthcare provider to determine if COVID-19 testing is warranted. If symptoms are consistent with COVID-19 but no test is done, then follow the same guidelines as if the employee tested positive (Situation 1) or a return to work note with a different diagnosis (for example, allergies) is received from the employee’s healthcare provider. If a test is performed, follow Situation 2.
Situation 4: Employee is symptomatic and is a close contact of a known COVID-19 case	The employee is presumed infectious with coronavirus.	Self-isolate. Encourage employee to consult with their healthcare provider to determine if COVID-19 testing is warranted. If test positive, then follow Situation 1. If test negative or not tested and contact is NOT a household member, then stay home for at least 24 hours after symptoms resolve or a return to work note with a different diagnosis (for example, allergies) is received from the employee’s healthcare provider and self-quarantine for 14 days since last contact with case, whichever is longer. If the contact is with a household member, the employee should self-quarantine for 14 days after the household member has been released from isolation (because exposure is considered ongoing within the house).
Situation 5: Employee is NOT experiencing symptoms and is a close contact of a known COVID-19 case.	The employee is presumed exposed to coronavirus.	Self-quarantine (stay at home) for 14 days since last contact with case. If the contact is with a household member, the employee should self-quarantine for 14 days after the household member has been released from isolation (because exposure is considered ongoing within the house). If employee becomes symptomatic during that period, follow Situation 4.

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<p>Situation 6: Employee is NOT experiencing symptoms and is a contact of an asymptomatic person who came in close contact with a known COVID-19 case, who was directed to self-quarantine or self-isolate due to the exposure.</p> <p>Situation 7: Employee is NOT experiencing symptoms and is a contact of an asymptomatic person who came in close contact with a known COVID-19 case.</p>	<p>The employee is NOT presumed infectious.</p>	<p>No change in work status is recommended unless the contact or employee becomes symptomatic. Practice social distancing, mask wearing and regular hand washing.</p>
<p>Situation 8: Employee is NOT experiencing symptoms and is NOT a contact of a close contact or symptomatic person.</p>	<p>The employee is NOT presumed infectious.</p>	<p>No change in work status is recommended unless the employee becomes symptomatic. Practice social distancing and regular hand washing.</p>
<p>Situation 9: Employee is asymptomatic and is a Household contact of a symptomatic person NOT diagnosed with COVID-19.</p>	<p>The employee is NOT presumed infectious</p>	<p>No change in work status is recommended, unless the employee becomes symptomatic or the household member is diagnosed with COVID-19, either through a positive test result or a diagnosis by a healthcare provider. Encourage employee to encourage the symptomatic household member to consult with their healthcare provider to determine if COVID-19 testing is warranted.</p>
<p>Situation 10: Employee is NOT experiencing any symptoms and is a close contact of a COVID-19 individual. The Employee has been Fully Vaccinated**.</p> <p>Situation 11: Employee is NOT experiencing any symptoms and is a close contact of a COVID-19 individual. The employee has not been Fully Vaccinated, but tested positive for COVID-19 in the preceding three months measured from the date of the close contact.</p>	<p>The employee is NOT presumed infectious</p>	<p>No change in work status is recommended unless employee becomes symptomatic. Practice social distancing, mask wearing and regular hand washing.</p>
<p>Situation 12: Employee begins experiencing COVID-19 like symptoms after inoculation of a COVID-19 vaccine. Employee has no known COVID exposure and is not a close contact of a known COVID-19 individual.</p>		<p>If symptoms occur within 24-48 hours after vaccination and there is no known high risk exposure, the employee can return to work once symptoms resolve.</p>

*Close contact is defined as being within 6 feet of a sick person for at least 15 minutes over a 24 hour period, or being coughed on by a sick person, or as otherwise determined by the local Health Department.

** Fully Vaccinated is defined as that two weeks or more have passed since the receipt of the second dose of a two-dose vaccine or two or more weeks have passed since the receipt of the single dose vaccine.