

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 3 full days after the employee no longer has a fever (without the use of fever-reducing medications) AND other symptoms are greatly 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 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 is symptomatic and a COVID-19 test result is pending.	The employee is presumed infectious with coronavirus.	Self-isolate until a negative test result and for at least 24 hours after symptoms resolve. If positive test result, follow Situation 1.
Situation 3: Employee is experiencing respiratory symptoms 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). If a test is performed, follow Situation 2.
Situation 4: Employee is symptomatic and is a 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 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 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.
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. 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.	The employee is NOT presumed infectious.	No change in work status is recommended unless the contact becomes symptomatic. Practice social distancing and regular hand washing.
Situation 8: Employee is NOT experiencing symptoms and is NOT a contact of a close contact or symptomatic person	The employee is NOT presumed infectious.	No change in work status is recommended. Practice social distancing and regular hand washing.

*Close contact is defined as being within 6 feet of a sick person for at least 10 minutes or being coughed on by a sick person