

# EMPLOYEE ILLNESS POLICY

Facility Name: \_\_\_\_\_

Date Created: \_\_\_\_\_

## Ohio Law Requirements:

- **OAC §3717-1-02.4:** The person-in-charge should ensure that food employees and conditional employees are informed in a verifiable manner of their responsibility to report in accordance with this chapter, to the person in charge, information about their health as it relates to diseases that are transmissible through food as specified under paragraph (A) of rule 3717-1-02.1 of the OAC
- **OAC §3717-1-02.1:** All food employees are required by Ohio law to report to the person in charge before beginning their shift if they have any of the following symptoms or diseases:

## Symptoms:

- Vomiting
- Diarrhea
- Jaundice
- Sore throat with fever
- Lesions containing pus on the hands, wrists or exposed body parts

## Diseases:

- Salmonella typhi
- Salmonella spp.
- E Coli O157:H7
- Hepatitis A
- Entamoeba Histolytica
- Campylobacter
- Shigella
- Vibrio Cholerae
- Cryptosporidium
- Cyclospora
- Giardia
- Yersinia
- Norovirus

## Exclusion or Restriction of Job Duties:

- Employees that are experiencing any of the above symptoms must be RESTRICTED until they are symptom free.
- Employees that are experiencing lesions containing pus on the hands, wrists or exposed body parts that cannot be kept clean and bandaged must be RESTRICTED until they can be kept clean and bandaged.
- Employees that have been diagnosed with any of the above diseases must be EXCLUDED from the facility. Exclusion due to being diagnosed with one of the above diseases will be lifted once employee has been cleared by a healthcare professional or the local health department.

## Exclusion vs. Restriction

- **Exclusion:** To prevent a person from working as a food employee or entering a food establishment, except for those areas open to the general public.
- **Restriction:** To limit the activities of the food employee by making sure that they do not work with exposed food, clean equipment, utensils, linens, and unwrapped single-service or single-use articles. Examples of work the employee is allowed to do include taking out the trash and bringing the dirty dishes back to the kitchen to be washed.

## Agreement

I understand that I must report when I have or have been exposed to any of the symptoms or illness listed above; and comply with work restrictions (allowed to come to work, but duties may be limited) and/or exclusions (not allowed to come to work) that are given to me. I understand that if I do not comply with this agreement, it may put the public at risk and can result in termination.

Employee Name: \_\_\_\_\_ Employee Signature: \_\_\_\_\_