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ADVICE FOR SMALL BUSINESSES ON EMPLOYEE EXPOSURES TO COVID-19



KEY TERMS

Symptoms of COVID-19

Symptoms may include some, all, or none of the following:

Fever/ chills · Cough · Shortness of breath or difficulty breathing · Fatigue · Muscle or body aches · Headache · New loss of taste or smell · Sore throat · Congestion or runny nose · Nausea or vomiting · Diarrhea (more info [here](#))

Close contact

For COVID-19 exposure, “close contact” is defined as spending 15 minutes or more within 6 feet (about two arms’ lengths) of another individual over the course of 24 hours (these 15 minutes may not be consecutive). *If someone has coughed or sneezed directly on you, even if you have spent fewer than 15 minutes with them, this is also “close contact.”*

Social distancing

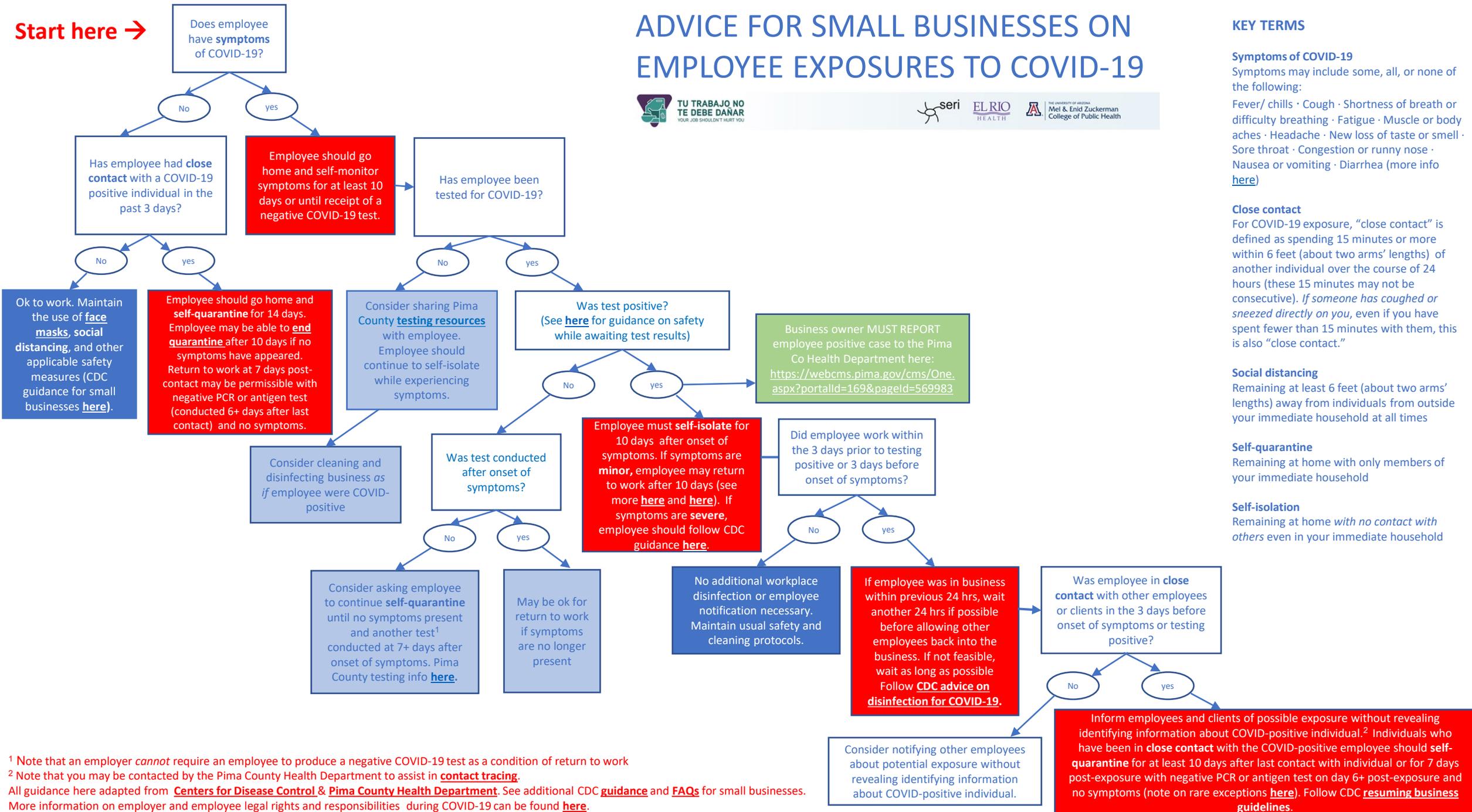
Remaining at least 6 feet (about two arms’ lengths) away from individuals from outside your immediate household at all times

Self-quarantine

Remaining at home with only members of your immediate household

Self-isolation

Remaining at home *with no contact with others* even in your immediate household



¹ Note that an employer *cannot* require an employee to produce a negative COVID-19 test as a condition of return to work

² Note that you may be contacted by the Pima County Health Department to assist in **contact tracing**.

All guidance here adapted from **Centers for Disease Control & Pima County Health Department**. See additional CDC **guidance** and **FAQs** for small businesses.

More information on employer and employee legal rights and responsibilities during COVID-19 can be found [here](#).