

**Interim Policy for Return-to-Work of Faculty and Staff  
Who Have Been Absent from Work due to Influenza-Like Illness (ILI) or  
Due to Infection with H1N1 Novel Influenza, or Have Had Close Contact With a  
Person Who Has ILI  
September 8, 2009**

(NOTE: this policy does not apply to faculty and staff who provide health care and have direct patient contact OR to staff who work in day care facilities. Separate policies for these employee groups are listed at the end of this document.)

**Purpose:** As of the above date, the following is Stanford's interim return-to-work policy for faculty and staff following absence due to a flu-like illness, or due to infection with H1N1 Novel Influenza. This policy complies with the recommendations of the Centers of Disease Control and Prevention (CDC) and the Santa Clara Public Health Department.

**Symptoms Characteristic of Influenza-Like Illness include:** Fever (temperature > 100° F) accompanied by any of the following--

- Cough
- Runny nose or nasal congestion
- Sore throat
- Headache
- Body aches or joint aches
- Nausea, vomiting, diarrhea
- Fatigue
- No appetite

**What to do if ill:** If you have symptoms consistent with an influenza-like illness, you should remain at home until at least 24 hours after you are free of fever (100° F [38°C]) or signs of fever (chills, flushed appearance, sweating), without the use of fever-reducing medications.

**Returning to work:** If you have seen your personal physician and have a clearance note to return to work from your physician, you may give this to your manager. However, a physician note for clearance to return to work is **NOT** required. If you or your supervisor have any concerns or questions about returning to work, Stanford University Occupational Health Center (<http://suohc.stanford.edu> or 725-5308) may be contacted for further assistance.

**What to do if you have close contact with a person who has ILI:** If you have had close contact with an individual who has had an influenza-like illness, you may continue to come to work. However, you should monitor your temperature each morning prior to coming to work for 5 consecutive days after last exposure to the infected person. You may come to work if you do NOT have an elevated temperature (> 100° F) accompanied by any of the following: sore throat, cough, runny nose or nasal congestion.

**Interim Policy for Return to Work for Staff Who Work in Day Care Facilities  
And Have Had Influenza-Like Illness**

Staff of day care facilities who have symptoms consistent with influenza-like illness (see list above) should stay home for 7 days after illness onset or until 24 hours after the resolution of symptoms, whichever is longer.

**Interim Policy for Return to Work for Faculty and Staff who are Health Care  
Providers and Have Direct Patient Contact**

Faculty and staff who provide direct patient care, and who have symptoms consistent with influenza-like illness, **MUST** stay home for 7 days after illness onset or until 24 hours after the resolution of symptoms, whichever is longer (even if taking Tamiflu medication).

Physicians should refer to SHC Infection Control Novel H1N1 Protocol for SHC specific recommendations and requirements (<http://medicalstaff.stanfordhospital.org/h1n1.html>) and contact Stanford Hospital Occupational Health (<http://ohs.stanford.edu/> or 723-5922) for any questions.