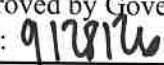


FISHER COUNTY HOSPITAL DISTRICT

Administration: Infection Control/Employee Health	Policy #ICEH-3
Subject: Reporting Employee Infections	Reviewed/Revised: 9/2026
Written: Unknown Revision History: 7/23	Approved by Medical Staff: Date: 9/16/26 
	Approved by Governing Board: Date: 9/28/26 

Purpose:

To provide a process for reporting, evaluating, and managing employee illnesses that may be infectious or communicable and to prevent transmission within Fisher County Hospital District (FCHD).

Policy:

Employees with a known or suspected infectious or communicable illness, or symptoms that may pose a risk to others, must promptly notify their supervisor and Employee Health/Infection Control.

When possible, employees should report symptoms before coming to work so Employee Health/Infection Control can provide appropriate guidance.

If an employee reports to work sick or becomes ill while at work, the supervisor must contact Employee Health/Infection Control before sending the employee home or placing the employee on an infection-related work restriction, unless immediate or emergency medical attention is needed.

Employee Health/Infection Control will evaluate the employee's symptoms, potential for transmission, job duties, and patient contact to determine whether the employee may:

- Remain at work;
- Remain at work with additional precautions, PPE, or modified duties;
- Require medical evaluation or testing; or
- Be temporarily excluded from work.

Employees must follow all work restrictions and return-to-work instructions provided by Employee Health/Infection Control. Medical evaluation, testing, treatment, or provider clearance may be required when appropriate.

Supervisors shall not independently diagnose an employee or determine infection-related work restrictions or return-to-work criteria. Supervisors will be informed of the employee's work status and any necessary restrictions but will not routinely be provided with confidential medical information.

If Employee Health/Infection Control is unavailable, the employee and supervisor will follow the established FCHD after-hours illness/call-in process. Employee Health/Infection Control will be notified as soon as reasonably possible for appropriate follow-up.

Work Restrictions:

FCHD will follow current Centers for Disease Control and Prevention (CDC) recommendations and applicable public health requirements for employees with infectious or communicable diseases and relevant exposures.

Employee Health/Infection Control will determine appropriate precautions, work restrictions, duration of exclusion, and return-to-work requirements. When necessary, Employee Health/Infection Control may consult an appropriate healthcare provider or public health authority.

Documentation and Confidentiality:

Employee illness evaluations, testing, exposures, work restrictions, and return-to-work documentation will be maintained as confidential Employee Health records and accessed only by authorized personnel.

References:

Centers for Disease Control and Prevention (CDC), *Infection Control in Healthcare Personnel*

Texas Department of State Health Services (DSHS), applicable communicable disease prevention, reporting, and control requirements