

Sending Sick People Home

REVISED 3.23.2020*

The ADA doesn't restrict schools from sending home ill students, or employers from sending home sick employees. If someone who attends a training or comes to work and appears to be showing signs of illness related to the coronavirus or flu, they can be sent home. **Signs of illness include appearing feverish, coughing, or other respiratory symptoms.**

If someone comes to a training or work and they appear to be ill, please address them in the following way;

Observe and confirm they appear ill.

Using your own judgment, or with the consensus of other instructors, coordinators or management, determine if they appear to be sick and showing signs of illness related to the coronavirus or the flu.

Be respectful of privacy.

Ask them to speak to you away from others, use a quiet voice. Also practice social distancing and don't touch them **AND DO NOT STAND CLOSER THAN 6 FEET TO ANYONE***.

Be appropriate.

Don't make a scene, embarrass, or call unnecessary attention to the person or their illness. This includes making jokes or being angry because they came to the training or work sick. People have many reasons for thinking they need to come to work or school when they are ill, you don't want to assume you know why.

Sending them home. Use this language when asking them to go home;

"Unfortunately I have to ask you to leave the training/work now. You appear to be sick and may be contagious. Out of an abundance of caution, we have to act in the best interest of the health and well-being of all our students/members/employees and limit their exposure when we can. You may be able to make up time lost, credits, or this class once you are well again/use your sick time or make up hours. Please contact _____ for more information. Thank you for understanding and I hope you are better soon."

Don't ask questions about their illness.

Don't ask about details of an illness as it could violate their privacy or certain laws. Focus on what the goal is, which is to have them leave and go home to take care of themselves.

What if they protest? Use this language;

"I understand and I wish you could stay, but I am being directed to ask people to go home when they appear to be sick with your type of symptoms. We want to keep people from being exposed to illness as much as possible. I appreciate your understanding of the position we are all in."

Don't gossip, harass, or discriminate.

Being sick, whether with the coronavirus, the flu, a cold or anything else, is not race or gender or country-related. It's also not a joke. Be respectful and stop anyone else who is being potentially discriminatory. And importantly, limit who you share information about their illness with to only those in management or other staff who need to know in order to track their time out, or help them make up credits or classes

IF YOU SEE SOMEONE YOU THINK MAY BE HARASSING OR DISCRIMINATING AGAINST SOMEONE DUE TO THEIR RACE OR POTENTIAL ILLNESS, PLEASE NOTIFY YOUR MANAGER

**REVISED AS PER GOV. BROWN "STAY HOME, STAY SAFE" EO OF MARCH 23, 2020 REQUIRING A MINIMUM DISTANCE OF 6 FEET BETWEEN PEOPLE AT ALL TIMES, UNDER ALL CIRCUMSTANCES*