



Employee Health Policy Tool

2022 FDA Food Code

v2

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FDA Employee Health Policy Tool

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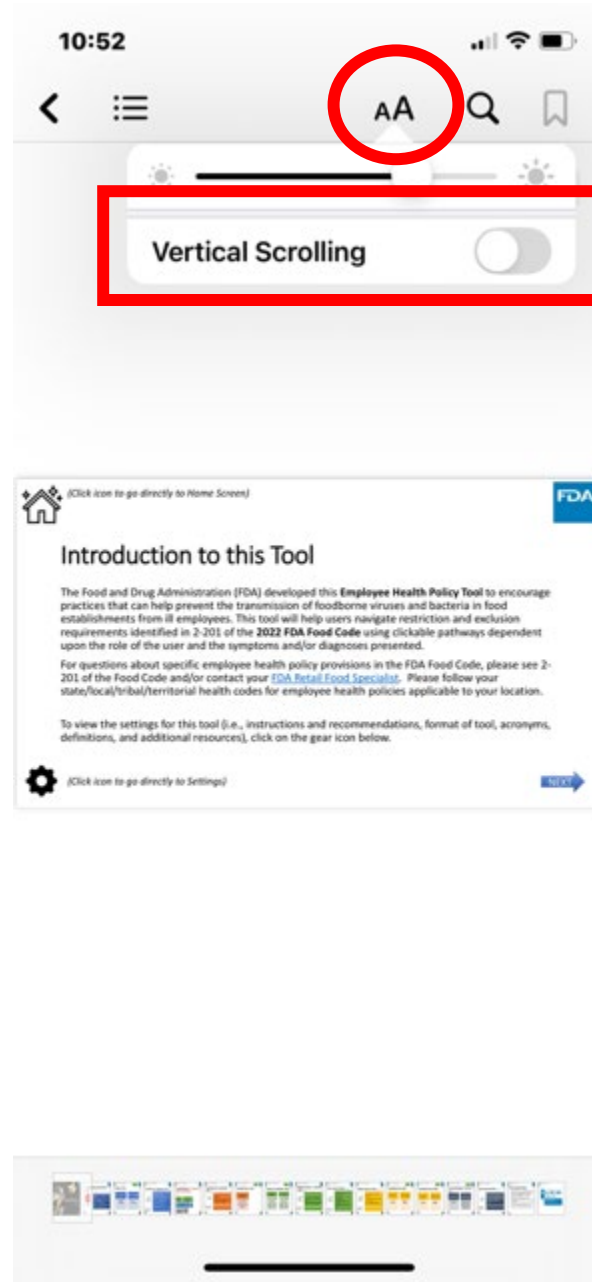
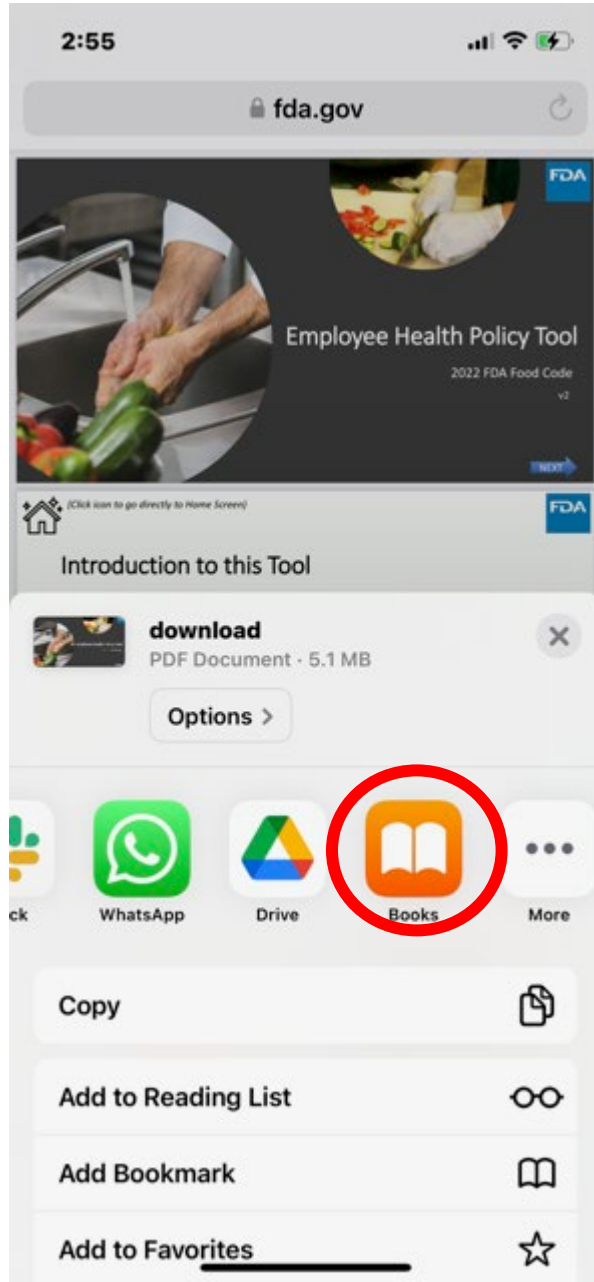
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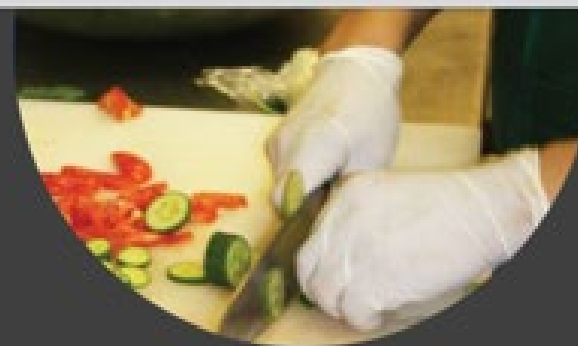
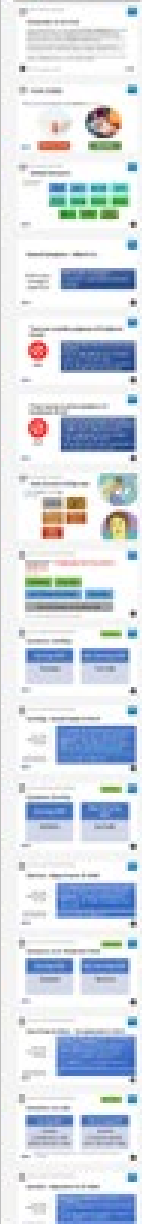
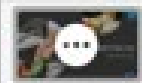
Food

The Food and Drug Administration (FDA) developed this [Employee Health Policy Tool](#) to encourage practices that can help prevent the transmission of foodborne viruses and bacteria in food establishments from ill employees. This tool will help users navigate restriction and exclusion requirements identified in Part 2-201 of the 2022 FDA Food Code using clickable pathways dependent upon the role of the user and the symptoms and/or diagnoses presented.

For questions about specific employee health policy provisions in the FDA Food Code, please see Part 2-201 of the Food Code and/or contact your [FDA Retail Food Specialist](#). Please follow your state/local/tribal/territorial health codes for employee health policies applicable to your location.

[Short Demo](#) [↗](#)





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(Click icon to go directly to Home Screen)



Introduction to this Tool



Employee Health Policy Tool

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NEXT 



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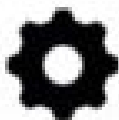


Introduction to this Tool

The Food and Drug Administration (FDA) developed this **Employee Health Policy Tool** to encourage practices that can help prevent the transmission of foodborne viruses and bacteria in food establishments from ill employees. This tool will help users navigate restriction and exclusion requirements identified in 2-201 of the **2022 FDA Food Code** using clickable pathways dependent upon the role of the user and the symptoms and/or diagnoses presented.

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To view the settings for this tool (i.e., instructions and recommendations, format of tool, acronyms, definitions, and additional resources), click on the gear icon below.



(Click icon to go directly to Settings)



NEXT



HOME SCREEN



What is your role in the food establishment? *(Click to choose)*



BACK

PERSON-IN-CHARGE

EMPLOYEE





(Click icon to go back to Home Screen)



General Symptoms

Do you have.....

(Click to choose)

Common cold

Cough

Fever only

COVID

Contacted someone who was sick

Vomiting

Diarrhea

Jaundice

Diagnosed with illness

Sore throat w/ fever

Infected wound/pustular boil

← BACK





General Symptoms – What To Do

Inform your manager/
supervisor

Talk to your manager/
supervisor and follow internal
policies





These are possible symptoms of foodborne illness!



STOP!

- Stop working immediately or don't report to work
- You are **required** to let your manager/supervisor know right away
- Remember: protect people everywhere by not working when you are sick





HOME SCREEN



What is your role in the food establishment? *(Click to choose)*



BACK

PERSON-IN-CHARGE

EMPLOYEE





(Click icon to go back to Home Screen)

Main Symptoms/Diagnoses

Is Your Employee Reporting...

(Click to choose)

Symptoms	Diagnosed with Symptoms
Diagnosed with Resolved Symptoms	Diagnosed without Symptoms
Exposure without Symptoms	





(Click icon to go back to Main Symptoms/Diagnoses)

Symptoms* – Employees Are Required to Notify You

(Click to choose)

Vomiting

Diarrhea

Sore Throat with Fever

Jaundice

Infected Wound or Pustular Boil

*Note: For multiple symptoms, use the more restrictive option.





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO RETURN TO WORK



Symptoms: Vomiting

Serving HSP
Exclude

Not Serving HSP
Exclude





(Click icon to go back to Main Symptoms/Diagnoses)



Vomiting – Requirements To Work

Removing
Restriction or
Exclusion

- They have been asymptomatic for at least 24 hours or provides medical documentation.
- Exceptions: If diagnosed with Norovirus, Shigella spp., STEC, Hepatitis A, or typhoid fever (see [Diagnosed with Symptoms](#)).

Health Department
Approval Required?

Not required if not diagnosed





(Click icon to go back to Home Screen)

Main Symptoms/Diagnoses

Is Your Employee Reporting...

(Click to choose)

Symptoms	Diagnosed with Symptoms
Diagnosed with Resolved Symptoms	Diagnosed without Symptoms
Exposure without Symptoms	





(Click icon to go back to Main Symptoms/Diagnoses)



Diagnosed with Symptoms – You Are Required to Notify the Health Department

(Click to choose)

Hepatitis A

Typhoid Fever
(*S. Typhi*)

Nontyphoidal *Salmonella*
(NTS)

STEC

Norovirus

Shigella
spp.





(Click icon to go back to Main Symptoms/Diagnoses)

REQUIREMENTS TO RETURN TO WORK



Diagnosed w/ Symptoms: Norovirus

Serving HSP or Not
Serving HSP
Exclude based on vomiting or diarrhea symptoms



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(Click icon to go back to Main Symptoms/Diagnoses)



Norovirus – Requirements To Work (Diagnosed w/ Symptoms)

Removing Exclusion

- 1. Serving a non-HSP facility:** Only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed in No. 3.
- 2. Serving an HSP facility:** Remains excluded until meeting the requirements listed in No. 3.
- 3. Restriction or Exclusion remains until:**
 - Approval is obtained from the health department, and
 - Medically cleared, or
 - More than 48 hours have passed since they became asymptomatic.

Health Department Approval Required?

Yes, for HSP. No, to work on a restricted basis in a non-HSP facility.





(Click icon to go back to Home Screen)

Settings *(Click to choose)*



Instructions and Recommendations

Format of Tool

Acronyms

Definitions

Resources



(Click to go back to Introductions)





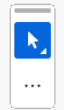
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Instructions and Recommendations

1. Since this tool is a PDF document, it can be accessed using any device – cell phones, tablets, and/or computers. To access the tool, download or email the tool to a device for immediate use. If preferred, a free document reader or storage application may be used to store the file on a cell phone or tablet.
2. The tool uses icons and clickable options to help users navigate the exclusion/restriction requirements. Please refer to the [Format of Tool](#) section for a list of navigation icons.
3. To search for a specific text, users can utilize the PDF search function by clicking on **CTRL + F** on computers or using the search option on phones or tablets.
4. If using the tool on a cell phone, landscape mode is the recommended layout.





(Click icon to go back to Home Screen)

Settings *(Click to choose)*



Instructions and Recommendations

Format of Tool

Acronyms

Definitions

Resources



(Click to go back to Introductions)





(Click icon to go back to Home Screen)



Resources

1. [AFDO Sick Worker Toolkit](#)
2. [CDC – Talking with Sick Workers](#)
3. [FDA Employee Health and Personal Hygiene Handbook](#)
4. [FDA Model Food Code](#)
5. [FDA Retail Food Industry/Regulatory Assistance & Training](#)
6. [FDA Retail Food Protection page](#)
7. [How to Comply with the Americans with Disabilities Act: A Guide for Restaurants and Other Food Service Employers](#)



FDA

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Thank you!