**Sample**

**Employee COVID-19 Guidance Letter**

Dear **[insert recipient's name]**:

As the coronavirus (also known as COVID-19) continues to spread, we would like to explain how we are responding to this global health crisis.

We would also like to remind you of the steps that we can all take to reduce the spread of COVID-19, while continuing our operations as normally as possible.

Important Note: In addition to this letter, we will be requesting that you carefully review the new COVID-19 policies we will be distributing regarding your responsibilities if you become sick with the COVID-19 coronavirus or have been exposed to someone who is sick with COVID-19. The policies will be distributed separately.

**Reducing the Spread of Infection**

Wash your hands often and thoroughly with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing. If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol.

In addition, please ensure that you:

* Cover your mouth and nose with a tissue or your sleeve (not your hands) when you cough or sneeze;
* Throw all used tissues in the trash right away and wash your hands immediately after handling used tissues;
* Avoid touching your eyes, nose or mouth;
* Avoid close contact with people who are sick; and
* Clean and disinfect frequently touched objects and surfaces, such as your keyboard or mouse, using a regular household cleaning spray or wipe.
* Refer to qualify websites for up-to-date information like CDC.gov

**Symptoms**

Common symptoms of COVID-19 include:

* Fever;
* Dry cough; and
* Shortness of breath.

Note that symptoms may appear 2-14 days after exposure.

Exhibiting these symptoms does not necessarily mean that you have the coronavirus. **However, if you have symptoms, do not come to work**. Notify your supervisor by phone or email before you are due to start work, or as soon as possible if that is not practical.

If you develop symptoms or have been in close contact with a person known to have COVID-19, call your doctor.

**Self-Quarantine and Self-Isolation**

As communicated in our Contagious Disease Policy, you must go under self-quarantine for 14 days, at a minimum, if you have:

* Been in contact with a person known to have COVID-19; or
* Recently traveled to an affected area (e.g., China, Iran).

You must remain self-quarantined at home for 14 days until it can be determined that you are not sick.

If you are not sick, your supervisor will discuss with you what, if any, work you can do remotely from home. If it is not possible for you to work from home, discuss alternative options with your supervisor.

**If you have tested positive for COVID-19, you must go under self-isolation and contact your supervisor and/or Human Resources to discuss leave options.**

**Travel**

Business-related travel to certain areas has been suspended until further notice. You must contact Human Resources if you are asked to travel for work at this time.

If you have been to a restricted area in the last 14 days, or plan to travel to a restricted area outside work (e.g., on a personal vacation or for family reasons), inform **[insert Human Resources, supervisor or department head]** immediately.

Work-related travel to non-restricted areas can continue as usual. However, you should:

* Think about whether you really need to travel. It may be that meetings with **[insert colleagues/customers/suppliers, as applicable]** can be conducted over the telephone or via **[insert video conferencing/Skype/Zoom/Teams, as applicable]**; and
* Ensure that you practice good hygiene and take other appropriate precautions if you do have to travel.

**[OPTIONAL]: Telecommuting**

Given the nature of this health situation and our commitment to protect our employees and workplace, be prepared to work at home in the event of an office closure due to an outbreak or cleaning.

Please ensure that, where possible, you take your laptop home with you after work each day and familiarize yourself with **[insert details regarding remote-working system]**, which is explained at **[insert link to guidance].**

If you use a desktop, you can access your emails remotely from most devices and computers via **[insert details regarding email-access system]**, which is explained at **[insert link to guidance]**.

Contact the IT department if you have any questions about how to access your email or other work-related software.**]**

**Further Communications from Us**

This is a rapidly changing situation. We will continue to provide you with guidance and updates as to how COVID-19 affects our organization, including any expansion of the list of restricted travel areas as well as changes to working arrangements.

In the meantime, please do not hesitate to contact **[insert Human Resources, supervisor or department head]** if you have any questions or concerns.