



## ILLNESS POLICY

Fen's Market Inc. is committed to ensuring the health, safety and well-being of our employees and customers and complying with all health department regulations.

All food employees shall report if they are experiencing any of the following symptoms to their MANAGER.

**Diarrhea, Fever, Vomiting, Jaundice (yellowing of the eyes or skin), Sore throat with fever or Lesions**

Employees should also notify their MANAGER whenever diagnosed by a healthcare provider as being ill with any of the following diseases that can be transmitted through food or person-to-person by casual contact such as:

**Salmonellosis, Shigellosis, E. Coli , Hepatitis A virus, or Norovirus**

In addition to the above conditions, employees shall notify their MANAGER if they have been exposed to the following high-risk conditions:

Exposure to or suspicion of causing any confirmed outbreak involving the above illnesses. A member of their household is diagnosed with any of the above illnesses or is attending or working in a setting that is experiencing a confirmed outbreak of the above illnesses.

### YOUR RESPONSIBILITY

**All employees shall follow the reporting requirements specified above involving symptoms, diagnosis and high-risk conditions specified. All employees subject to the required work restrictions or exclusions that are imposed upon them as specified by management shall comply with these requirements as well as follow good hygienic practices always.**

### EXCLUSION AND RESTRICTION FROM WORK

If an employee has any of the symptoms or illnesses listed above, that employee may be excluded\* or restricted\*\* from work. \*If this food employee is excluded from work, he/she is not allowed to come to work. \*\*If this food employee is restricted from work, he/she can come to work, but duties may be limited.

### RETURNING TO WORK

If an employee is excluded from work for having diarrhea and/or vomiting, he/she will not be able to return to work until more than 24 hours have passed since the last symptoms of diarrhea and/or vomiting. If this employee is excluded from work for exhibiting symptoms of a sore throat with fever or for having jaundice (yellowing of the skin and/or eyes), Norovirus, Salmonella Typhi (typhoid fever), Shigella spp. infection, E. coli infection, and/or Hepatitis A, he/she will not be able to return to work until Health Department approval is granted.

### MANAGERS RESPONSIBILITY

The MANAGER shall take appropriate action as specified in the HEALTH AND SAFETY ACT to exclude, restrict and/or monitor food employees who have reported any of the forementioned conditions. The MANAGER shall ensure these actions are followed and only release the ill food employee once evidence, as specified in the food code, is presented demonstrating the person is free of the diseasecausing agent or the condition has otherwise resolved.

The MANAGER shall cooperate with the regulatory authority during all aspects of an outbreak investigation and adhere to all recommendations provided to stop the outbreak from continuing.