

PPM #45

Policy Name: *Ebola Virus Disease*

Effective Date: *October 24, 2014*

Revision Date:

Authorization: 

Charles R. Davis, Deputy Secretary

I. PURPOSE

The World Health Organization has declared the outbreak of the Ebola Virus Disease an international public health emergency. The Centers for Disease Control and Prevention (CDC) has issued travel warnings advising against non-essential travel to the countries identified as posing a threat of contracting the Ebola Virus Disease.¹

In an effort to minimize exposure to and the spread of this disease, Executive Order BJ 14-13 was recently promulgated. OLG/DCRT fully supports the implementation of practical, precautionary measures to reduce this foreseeable threat to the citizens of this state and through this policy, seeks to comply with the requirements of this Executive Order.

II. APPLICABILITY

This policy applies to all OLG/DCRT employees, regardless of status.

III. REPORTING REQUIREMENT TO HUMAN RESOURCES

OLG/DCRT employees are advised and strongly encouraged to forego non-essential travel, business and personal, to the countries identified by the CDC as posing a threat of contracting the Ebola Virus Disease. If travel to such a country is planned, the following requirements must be satisfied:

- 1) If an employee intends to travel beyond the continental United States, he/she shall review the CDC's website to determine if the country to be visited has been identified by CDC as posing a threat of contracting the Ebola Virus Disease;
- 2) An OLG/DCRT employee intending to travel to an affected country is required to notify the Human Resources Director as soon as possible, but in no event later than five (5) business days prior to departure;

¹Currently, these countries are the West African nations of Liberia, Guinea, Sierra Leone and Nigeria. The countries so identified by CDC are periodically updated at <http://www.nc.cdc.gov/travel/notices>.

- 3) If a member of an OLG/DCRT employee's household intends to travel to an affected country, the employee is required to notify the Human Resources Director as soon as possible, but in no event later than five (5) business days prior to departure;
- 4) An OLG/DCRT employee shall immediately notify the Human Resources Director if he/she develops symptoms² associated with the Ebola Virus Disease while traveling internationally or within twenty-one (21) days of departure from an affected country;
- 5) An OLG/DCRT employee shall notify the Human Resources Director if a household member develops symptoms associated with the Ebola Virus Disease while traveling internationally or within twenty-one (21) days of departure from an affected country;
- 6) In reporting to the Human Resources Director, an OLG/DCRT employee shall provide the following information:
 - a) The name, home address, e-mail address and telephone number of the individual(s) traveling to the affected country;
 - b) The country(s) to be visited; and
 - c) The dates of arrival and departure from the affected country.

IV. REPORTING REQUIREMENT TO DHH

OLG/DCRT's Human Resources Director shall report any and all intended travel by OLG/DCRT employees or members of an OLG/DCRT employee's household to the Department of Health and Hospitals, Infectious Disease Epidemiology Section. This reporting requirement to DHH must be satisfied within forty-eight (48) hours of receiving the information if prior to travel or within twenty-four (24) hours of receiving the information if subsequent to travel. The report shall be made by e-mail to IDEPI@la.gov.

OLG/DCRT's Human Resources Director shall be the department's designated liaison between DHH's public health officials and any OLG/DCRT employee whose personal international travel or the international travel of a household member is implicated by this policy. The OLG/DCRT Human Resources Director will coordinate any communications and/or monitoring required of the employee deemed necessary by such officials. In so doing, the Human Resource Director shall seek and follow guidance and directives of DHH and the CDC.

²Symptoms include fever, headache, muscle pain, vomiting, diarrhea, stomach pain or unexplained bleeding or bruising.

V. ADVISORIES/RESTRICTIONS

Upon return from traveling to an affected country as identified by the CDC at the time of the employee's or household member's departure or return:

- 1) OLG/DCRT employees shall not be permitted to return to work for twenty-one (21) days after departing the affected country. Arrangements shall be made through the Human Resources Director for the employee to utilize leave for this period of time to avoid any loss of income.
- 2) OLG/DCRT employees shall not be permitted to return to work for twenty-one (21) days after a household member departs from traveling to an affected country.
- 3) OLG/DCRT employees are strongly advised to not use commercial transportation (including airline, ship, bus, train, taxi or other public conveyance) for twenty-one (21) days after departing an affected country.
- 4) OLG/DCRT employees are strongly advised to not appear in places of public congregation (including schools, places of worship, sporting events, restaurants, grocery stores, gymnasiums, theatres, etc.) for twenty-one (21) days after departing an affected country.
- 5) OLG/DCRT employees shall strongly encourage members of their household to not travel to affected countries.
- 6) OLG/DCRT employees shall strongly encourage members of their household to not use commercial transportation nor visit any place of public congregation for twenty-one (21) days after departing an affected country.
- 7) OLG/DCRT employees who personally or whose household members travel to an affected country will not return to work until certified, in writing, as medically eligible to do so by a qualified healthcare professional.
- 8) OLG/DCRT employees who personally travel or whose household members travel to an affected country may be required to daily communicate with and be monitored by public health officials for twenty-one (21) days after departing an affected country.

VI. CONFIDENTIALITY

The information provided to Human Resources by OLG/DCRT employees in compliance with this policy shall be maintained in strict confidence and disclosed only on a need-to-know basis. Under no circumstance will this policy be enforced in a manner violative of the Family and Medical Leave Act (FMLA), Americans

with Disabilities Act (ADA), the Health Insurance Portability and Accountability Act (HIPAA) or any other applicable federal or state law, rule or regulation.

VII. EXCEPTIONS

There shall be no exceptions to the requirements of this policy. Full cooperation and compliance by all OLG/DCRT employees are expected and required.

VIII. QUESTIONS

Questions regarding this policy should be addressed to the Human Resources Director.

Summary of Changes: New policy (October 24, 2014).