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Exclusions and Restrictions

Best Practices/Overall Goals

The purpose of best practices related to Employee Health is to reduce the likelihood that certain bacterial and viral pathogens will be transmitted from infected food employees into food. The primary focus is to minimize the concern around transmission of bacterial and viral pathogens to food from ill food employees.

Definitions

“Exclude” means to prevent a person from working as an employee in a food establishment or entering a food establishment as an employee.

“Restrict” means to limit the activities of a food employee so that there is no risk of transmitting a disease that is transmissible through food and the food employee does not work with exposed food, clean equipment, utensil, linens, or unwrapped single-service or single-use articles.

Information from the 2017 FDA Food Code and Annexes

Below is a quick reference chart to help managers and supervisors know what to do when employees exhibit or have any of the above reportable symptoms or diagnoses:

If employee has:	The following restriction or exclusion applies:
Infected wound or boil	Restrict the employee from working with exposed food, utensils and equipment
Sore throat with a fever	Restrict the employee from working with exposed food, utensils and equipment
Persistent sneezing, coughing or a runny nose	Restrict the employee from working with exposed food, utensils and equipment
Discharges from the eyes, nose or mouth	Restrict the employee from working with exposed food, utensils and equipment
Vomiting (infectious)	Exclude the employee from the operation; before returning to work the employee MUST be symptom free for 24hrs or have a written note from a medical provider
Diarrhea	Exclude the employee from the operation; before returning to work the employee MUST be symptom free for 24hrs or have a written note from a medical provider
Jaundice	Report to the Regulatory Authority Exclude the employee from the operation; before returning to work the employee MUST have a written note from a medical provider and approval from the Regulatory Authority
Norovirus, Hepatitis A virus, Shigella spp., Shiga Toxin-Producing E-Coli, Salmonella Typhi, or Nontyphoidal Salmonella	Report to the Regulatory Authority Exclude the employee from the operation; before returning to work the employee MUST have a written note from a medical provider and approval from the Regulatory Authority