

Interim Public Health Leave Policy

Until further notice, the College is implementing this Interim Public Health Leave Policy to promote the safety of College employees.

In addition to the availability of sick and vacation leave under the College's current policies, employees will be permitted to use accumulated paid health leave in the following circumstances:

- A. The employee is unable to work (or telework) due to a need to care for their child under age 13 if the school or place of care has been closed or the childcare provider is unavailable due to the COVID-19 public health emergency;
- B. The employee is unable to work (or telework) due to a need to care for their child over the age of 13 who is incapable of self-care because of a mental or physical disability if the school or place of care has been closed or the provider is unavailable due to the COVID-19 public health emergency;
- C. The employee is unable to work (or telework) because the employee is subject to a federal, state or local quarantine or isolation order related to COVID-19;
- D. The employee has been advised by a health care provider to quarantine due to health concerns related to COVID-19;
- E. The employee is experiencing symptoms consistent with COVID-19 and is seeking a diagnosis;
- F. The employee is caring for a spouse, domestic partner, son, daughter, or parent who is subject to a quarantine order or has been advised to quarantine as outlined above.

If an employee is absent for three (3) or more consecutive days in the above circumstances, a statement from the individual's physician or public health authority may be requested by the Office of Human Resources verifying the illness/quarantine and its beginning and expected end dates. Employees who are absent for three (3) consecutive working days without notifying Goucher College are considered to have voluntarily resigned.