

## Temperature Screening Guideline

The level of employee/visitor screening may differ based on numerous factors for each individual establishment. Mitigating factors include, establishment location (*e.g.*, area of heightened concern), local guidance from authorities (*e.g.*, state or local executive orders; state or local health officials), establishment size, and establishment conditions (*e.g.*, how concentrated or close together must employees be). These factors should be considered by establishments as they evaluate the need for temperature screening.

Companies should notify employees of temperature screenings in advance. The company should state that the purpose of temperature screening is to protect the employees and not to evaluate if an employee is ill. Temperature screening is *not* intended to be, nor is it, a substitute for a clinical diagnosis.<sup>1</sup>

Companies should ensure persons conducting the screening are trained to operate the temperature monitoring equipment. Most temperature monitoring equipment is designed to be easily operated and training needs will likely be minimal.<sup>2</sup> The company should evaluate the reliability and accuracy of measuring devices in the environments of operation (*e.g.*, outside in extreme temperatures). Individuals conducting the screening should wear the appropriate protective equipment.

The establishment should set up temperature screening in an area where the flow of incoming traffic can be controlled. This area should allow for employees to appropriately social distance from one another as they are waiting to answer questions or have their temperature taken. The screening area should be located just before personnel enter the facility or immediately upon entering. Establishments should have signs that remind employees to stay home if they feel sick.

*Steps for Temperature Screening* – see decision tree (steps may differ based on technologies utilized)

### Step 1: Verbal Screening

Companies should start with a verbal screening of employees/visitors for symptoms of COVID-19 and contact with COVID-19 cases. Companies should ask these questions.

- 1) In the past 24 hours, have you had any of the following symptoms?
  - a) Fever, felt feverish, or had chills?
  - b) Cough?

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<sup>1</sup> Some people infected with COVID-19 may be asymptomatic and not have a fever. Therefore, just because someone does not have a fever, does not mean they don't have COVID-19.

<sup>2</sup> Have the device instructions on hand at every screening point in case they need to be referenced or verified by local health authorities.

c) Difficulty breathing?

2) In the past 14 days, have you had contact with a person diagnosed with or otherwise tested positive for COVID-19?

*If the answer to all questions is no, allow individual into establishment. If the answer is yes to any of the questions, or the individual refuses to answer any of the questions, move to Step 2.*

### Step 2: Check Temperature

If you are evaluating an individual's temperature, they have answered yes to at least one question in Step 1.

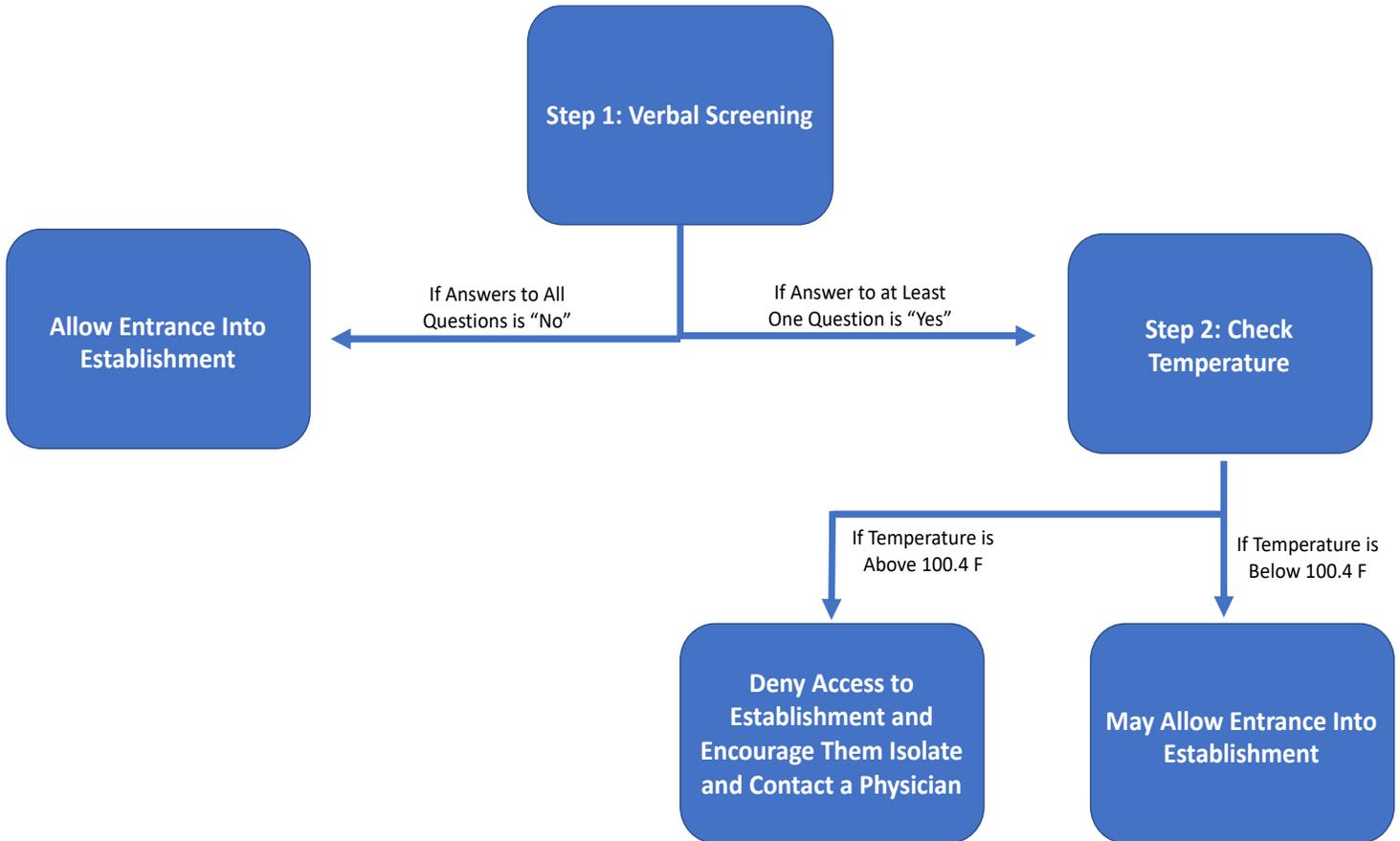
Below is a protocol to safely check an individual's temperature.

- 1) Perform hand hygiene.
- 2) Put on appropriate PPE, which may include face mask, eye protection (goggles or disposable face shield that covers the front and sides of the face), gown/coveralls, and gloves.
- 3) Check individual's temperature.
- 4) Perform hand hygiene.
- 5) Remove protective equipment.
- 6) Perform hand hygiene.

If performing a temperature check on multiple individuals, make sure to perform hand hygiene or change gloves between each individual and that the thermometer has been thoroughly cleaned between person. Not all PPE may need to be changed between individuals. If disposable or non-contact thermometers are used and the screener did not have physical contact with the tested individual, gloves need not be changed before the next individual is checked. If non-contact thermometers are used, they should be cleaned routinely.

*If temperature is below 100.4 degrees Fahrenheit, the company may allow the individual into the establishment. If the individual's temperature is at or above 100.4 degrees Fahrenheit, do not let him or her into the establishment, encourage the person to self-isolate and contact a physician. For individuals with a temperature over 100.4 degrees Fahrenheit, have a packet of information for them that contains the company sick and return to work policy, contact information for the establishment's human resources department, and other suggested next steps. If an employee has a fever over 100.4 degrees Fahrenheit, the company should only notify the human resources personnel in charge of that person and return to work policy, the establish management in charge of monitoring the establishment's COVID-19 status, and the employee's supervisor so the employee may be removed from the schedule. .*

*Temperature Screening Decision Tree*



*References:*

Centers for Disease Control and Prevention. March 2020. Interim Guidance on Management of Coronavirus Disease 2019 (COVID-19) in Correctional and Detention Facilities. Accessed [here](#).