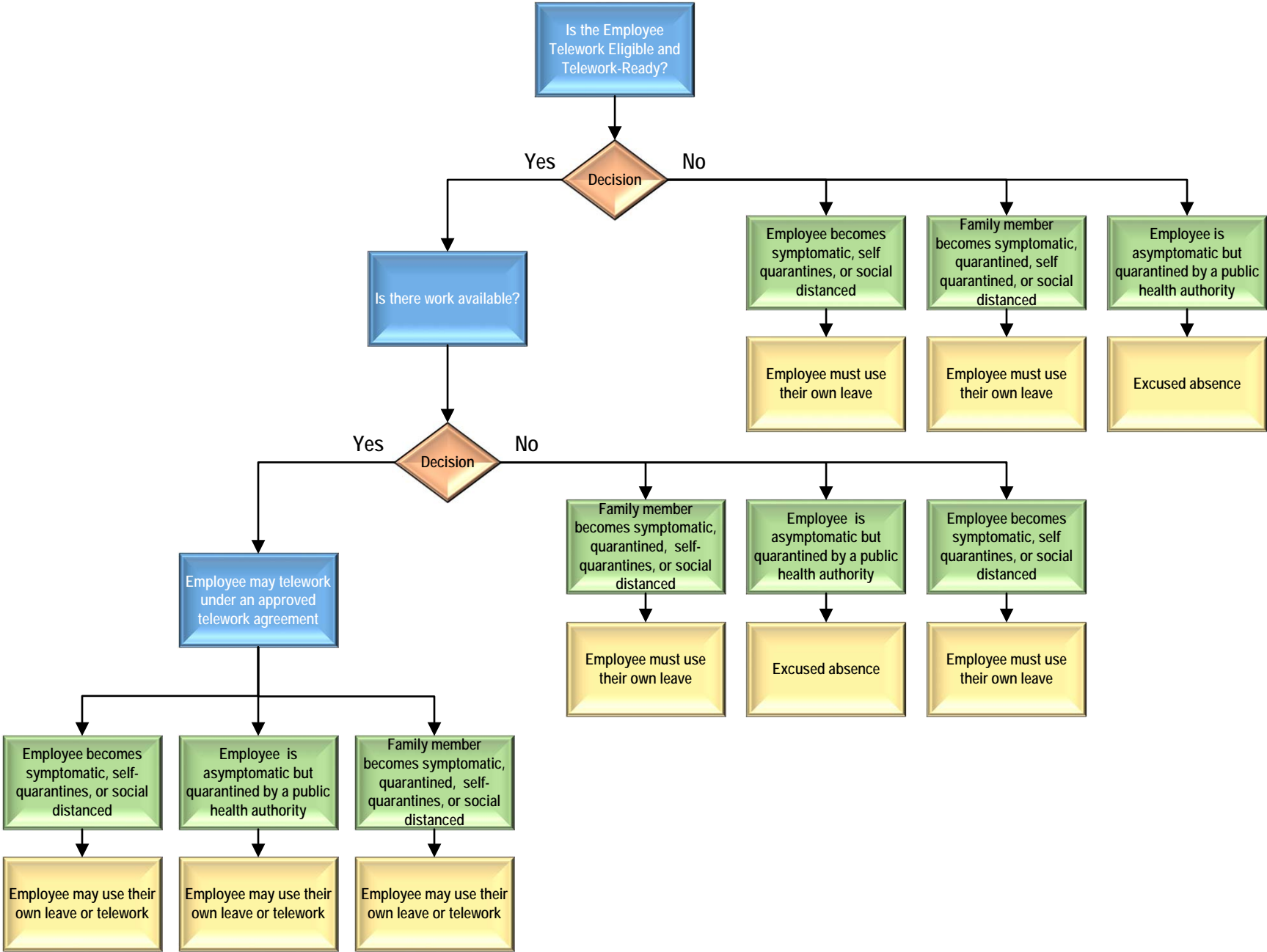


Decision Tree for COVID-19 Telework, Leave or Excused Absence

If quarantined, the order must come from a “public health authority” which is defined as: an agency or authority of the United States government, a State, a territory, a political subdivision of a State or territory, or Indian tribe that is responsible for public health matters as part of its official mandate, as well as a person or entity acting under a grant of authority from, or under a contract with, a public health agency. See 45 CFR 164.501. Examples of a public health authority include State and local health departments, the Food and Drug Administration (FDA), the Centers for Disease Control and Prevention, and the Occupational Safety and Health Administration (OSHA). Generally, covered entities are required reasonably to limit the protected health information disclosed for public health purposes to the minimum amount necessary to accomplish the public health purpose. However, covered entities are not required to make a minimum necessary determination for public health disclosures that are made pursuant to an individual’s authorization, or for disclosures that are required by other law. See 45 CFR 164.502(b).



Decision Tree derived from Deputy Administrator, Human Resource Management COVID-19 Guidance, 03/07/2020; Attachment to OPM Memorandum #2020-05; OPM Questions and Answers COVID-19. Please go to <https://go.usa.gov/xdsTs>

NOTE: For contract employees, refer to the Contracting Officer Representative/Contracting Officer for guidance.