

BACK TO WORKSITE

Has the EEOC developed information to help employers understand requirements under EEOC or ACD or other regulations as a result of COVID-19? **New 6/13**

EEOC has developed FAQs, [FAQ: What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#), over several years in response to outbreaks such as H1N1, but the EEOC emphasizes that it is still relevant today and, importantly, the FAQ has been updated three times since March in response to COVID-19.

According to the EEOC, the document provides approaches employers may adopt as they plan for employees returning to the workplace, including providing information to all employees about who to contact with requests for disability accommodation or other flexibilities, and inviting employees to make any requests in advance that the employer will consider on an individualized basis.

The updates also address requests for accommodation in the employer's process for workplace screening, as well as frequently asked questions about COVID-19 and age discrimination, pregnancy discrimination, and sex discrimination involving employees with caretaking or family responsibilities.

Finally, there are new questions about steps employers may take to prevent workplace harassment.

Does UnitedHealthcare have some information related to employer groups returning to their worksites? **New 5/5**

As employers across the country prepare to return to worksite, careful and deliberate planning can help make it a successful transition.

UnitedHealthcare dedicated telephonic support will provide responses and access to information regarding return to worksite guidelines pertinent to a customer's business and employees. UnitedHealthcare small groups may call their existing toll-free number, larger groups may contact their dedicated client service manager or strategic client executive. UMR, All Savers, Oxford, Sierra and Specialty should contact their normal support channels.

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Some of our products and networks have different features and as a result different guidelines and protocols are applicable to them. Please contact your UnitedHealthcare account representative for additional details.

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A broker or UnitedHealthcare customer may authenticate and access the Return to Worksite Toolkit through [Employer eServices](#) (EeS), [United eServices](#) (UeS) or appropriate portals or contact UnitedHealthcare. The toolkit features helpful resources, information on COVID testing, state-specific websites, and return-to-worksite considerations – from approaches to social distancing and facility access to managing business travel and more.

A few ideas include:

1. Confirm Your Region is Ready
2. Prepare for worksite return, by establishing policies and preparing buildings.
3. Prepare employees prior to return.
4. Begin the return to worksite process.
5. Once back at work employees with symptoms should understand the importance to stay home and get tested and have a plan if an outbreak occurs again.

Has the CDC published back to work guidelines? New 5/22/20

Yes. The CDC has website and a booklet called [CDC Activities and Initiatives Supporting the COVID-19 Response and the President's Plan for Opening America Up Again](#).

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