

Exclusions and Restrictions

What is “exclusion”?

- Exclusion means an employee is not permitted to work in or enter a food establishment as an employee. This requirement applies to areas of establishment where food is received, prepared, stored, packaged, served, vended, transported, or purchased.

What is “restriction”?

- Restriction means an employee’s activities are limited to prevent the risk of transmitting a disease that is transmissible through food. A restricted employee cannot work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles.

Who can exclude or restrict an employee?

- The manager has the authority to exclude or restrict an employee from work to prevent the transmission of disease.
- ADPH also has the authority to exclude or restrict an employee who is suspected of being at risk of transmitting foodborne illness.

When is exclusion or a restriction initiated?

- Exclusions and restrictions are based on the level of risk for transmitting disease through food.
- Four levels of risk determine when to apply exclusions and restrictions, from the highest risk level (active symptoms of diarrhea, vomiting, or jaundice) to the public’s health to the lowest risk level (exposed to one of the Big 5 pathogens).
- The appropriate action also depends on whether or not the establishment is one that serves HSP.
- Excluded individuals may not work in a food establishment in any capacity although they may enter the establishment as a customer.
- If an employee is restricted or excluded in one food establishment, they may not work as an unrestricted employee elsewhere.
- A restricted employee’s job duties must not allow contact with exposed food, utensils, food equipment, single-service or single-use articles, or linens. Job duties may include working as a cashier, seating patrons, bussing tables, stocking canned or other packaged foods, or working in non-food cleaning or maintenance tasks. See Tables 1-5 (pages 23-29) and Decision Trees 1-3 (pages 31-32).

What actions should the manager take when employees or conditional employees report symptoms or exposure of foodborne illness?

- The manager must take action to prevent the transmission of foodborne bacteria and viruses from infected food workers to food.
- Use FEHH to determine whether the appropriate action to exclusion or restriction, or increase awareness about handwashing and handling of food.
- Consult with ADPH environmentalists to confirm how state or local codes and ordinances apply.



- In establishments serving HSPs, restrict employees exposed to pathogens:
 - *E. coli*/STEC
 - Norovirus
 - *Salmonella*
 - Shigellosis
- For an employee exposed to the Hepatitis A virus, the manager should:
 - Restrict the employee
 - Educate the employee about strict adherence to handwashing procedures to ensure that no bare hand contact is occurring with RTE food for at least 30 days
 - Obtain medical documentation of immunity through a previous Hepatitis A virus infection, previous immunization, or IgG vaccination.
 - Educate exposed employees about reporting, symptoms, diagnosis, handwashing, and no bare hand contact with RTE food.

Who can lift the exclusions and restrictions?

- In most cases, the manager removes, adjusts, or retains the exclusion or the restriction.
- In some cases, an approval from ADPH and a medical practitioner is required to lift an exclusion or restriction.
- Allowing employees to return to work after restriction or exclusion depends on several factors. Each of the Big 5 foodborne pathogens has unique characteristics. How long pathogens are shed in the stool affects when an employee can return to work. Considerations for the manager include:
 - Is the employee symptomatic?
 - Is medical documentation required?
 - Is ADPH approval required for return to work?

