

Ohio Department of Health “Stay-at-Home” Order Summary



POLICY GUIDELINES: Dietary Solutions will follow the ODH “Stay-at-Home” Order as issued on Sunday, March 22, 2020 for all non-essential employees. Dietary Solutions, however, is defined as engaged in Essential Work Activities and the employees of Dietary Solutions are deemed “Essential Employees”.

SUMMARY: On Sunday, March 22, 2020, the Director of ODH issued an Order that All Persons Stay at Home Unless Engaged in Essential Work of Activity (the “Director’s Order”). Notwithstanding the broad order for people to stay at home, the Director’s Order does include exemptions that will apply to many in healthcare, long-term care and other similar settings. In fact, such organizations are specifically encouraged to remain open in order to ensure the provision of healthcare and other related services without disruption.

Importantly, Director’s Order states that “individuals may leave their residence to work for or obtain services at any Human Services Operations.”

The term “Human Services Operations” includes, among other things:

- Providers funded by the Ohio Department of Aging, Department of Developmental Disabilities, Department of Health, Department of Job and Family Services, Department of Medicaid, Department of Mental Health and Addiction Services, Opportunities for Ohioans with Disabilities, Department of Veterans Services, and Department of Youth Services that is providing services to the public and including state-operated, institutional, or community-based settings providing human services to the public;
- Long-term care facilities;
- Day care centers, day care homes, group day homes;
- Residential settings and shelters for adults, seniors, children and/or people with developmental disabilities, intellectual disabilities, substance use disorders, and/or mental illness;
- Transitional facilities; and
- Home-based settings to provide services to individuals with physical, intellectual, and/or developmental disabilities, seniors, adults and children.

The term “Healthcare and Public Health Operations” includes, among other things:

- Hospitals;
- Clinics;
- Dental offices;
- Pharmacies;
- Pharmaceutical, pharmacy and medical device and equipment companies (including operations, research and development, manufacture and supply chain);
- Home healthcare service providers; and
- Other healthcare facilities and suppliers and providers of any related and/or ancillary healthcare services.

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Importantly, the Director’s Order states that both Human Services Organizations and Healthcare and Public Health Operations should be construed broadly to avoid any impacts on the delivery of healthcare, broadly defined.

In addition to encouraging to stay open, the Director’s Order does require those working to follow certain Social Distancing Requirements:

- Maintaining at least six feet between individuals to the extent possible;
- Frequent and careful handwashing with soap and water (at least 20 seconds) or use of hand sanitizer if washing is not possible (sanitizer and similar products should be readily available to staff and others);
- Covering coughs and sneezes (into the sleeve or elbow, not hands);
- Regularly cleaning high-touch surfaces (e.g., countertops, railings, work stations, door handles and knobs, etc.); and
- Refraining from shaking hands.

The Director’s Order also states that businesses who remain open should “actively” encourage sick employees to stay home until:

- They are free of fever (without the use of medication) for at least 72 hours (three full days); and
- Other symptoms (i.e., cough or shortness of breath) have improved for at least 72 hours; and
- At least seven days have passed since symptoms first began.

As previously recommended by others, the Director’s Order states that employers should not require a healthcare provider’s note to validate the illness or return to work of employees’ sick with acute respiratory illness.

The Director’s Order goes into effect at 11:59 p.m., on Monday, March 23, 2020, and lasts until 11:59 p.m., on April 6, 2020, unless otherwise rescinded or modified by the Director.