**Frequently Asked Questions**
**About COVID-19 and Your Medical Information at UNM**

As UNM has moved online to prevent the spread of COVID-19, the Office of Equal Opportunity (OEO) wants to ensure you it continues to maintain regular functions with regard to investigations. We have outlined some Frequently Asked Questions about COVID-19 and medical information.

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**My employer has asked me if I have tested positive for COVID-19. Is that ok?**

Yes.

An employer may ask an employee if they have tested positive or have symptoms of COVID-19 such as a low-grade fever or cough and may ask you to self-disclose.

- Such questions are permissible because an employee with COVID-19 poses a direct threat to the workplace;
- This information is confidential and must be kept outside the employee’s employment file;
- Information of a positive COVID-19 test may be reported to the “appropriate official”. The definition of an appropriate official is dependent on the workplace;

**Can my employer ask that I not be at work if I test positive for COVID-19 or have symptoms of COVID-19?**

Yes.

An employer can ask that you not be in the workplace until you have been determined to have “recovered” from COVID-19.

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**Does UNM still have to provide me with resources and accommodations?**

Yes.

If you have tested positive for COVID-19, your employer must provide a variety of different resources. This may include reasonable accommodation under the Americans with Disabilities Act (ADA).

**Do I have to disclose other medical conditions to my employer?**

No. COVID-19 is unique and disclosure is based on this specific situation. Disclosure of other medical conditions is still not required and is protected information under federal and state law.

**What if I have an underlying condition that makes me more susceptible to COVID-19?**

You are entitled to reasonable accommodation in the workplace and should contact the UNM ADA Coordinator, Francie Cordova.

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**What if I am teleworking from home, do I have to disclose symptoms of COVID-19?**

No. If you are not present in the workplace, you do not present a direct threat to the workplace. However, this changes if you have any contact with the workplace including coming in for supplies other occasional physical contact.

For additional information, please contact the ADA Coordinator, Francie Cordova at the Office of Equal Opportunity at oeounm@unm.edu or by phone at (505) 277-5251.

For an updated resource list, please see the UNM Human Resource website at https://hr.unm.edu/cv19