

Helpful Summary of EEOC's New COVID-19 Guidance

"The Equal Employment Opportunity Commission (EEOC) recently released updated guidance for both employers and employees addressing common questions related to COVID-19 and the federal employment laws. The update pulled together information from other agency resources, modified two existing questions and answers, and added 18 new ones," reports Samuel Jackson of Perkins Coie LLP in *HR Daily Advisor*.

"The COVID-19 pandemic has disrupted employers' normal operations in virtually every way, but it's important for you to stay abreast of the EEOC's guidance on employment laws during this challenging time. The agency's recent update clarified:

- You may conduct coronavirus screening tests and inquiries to *all* employees returning to the workplace, but you must have a reasonable belief that an individual has COVID-19 or its symptoms if you wish to conduct a test or make inquiries to the person.
- To the extent possible, you must keep confidential all medical information about employees, including COVID-19 details.
- Finally, if employees request a reasonable accommodation, you must engage in the interactive process by discussing what they need and the reasons why."

Learn the key takeaways for employers and HR pros.

Read the article.