**We are hiring Team Members during the outbreak; what steps can we take to protect our workforce?**

**\*These procedures are only to be conducted during the virus outbreak.**

[The EEOC has confirmed](https://www.fisherphillips.com/resources-alerts-eeoc-clarifies-employer-rights-during-covid-19) that you may screen applicants for symptoms of the COVID-19 coronavirus after you make a conditional job offer, as long as you do so for all entering Team Members in the same type of job. You can also take an applicant’s temperature as part of a post-offer, pre-employment medical exam after you have made a conditional offer of employment.

[The EEOC has also said](https://www.fisherphillips.com/resources-alerts-eeoc-clarifies-employer-rights-during-covid-19) you may delay the start date of an applicant who has COVID-19 or symptoms associated with it. According to current CDC guidance, an individual who has the COVID-19 coronavirus or symptoms related to it should not be in the workplace. In fact, the EEOC has also said you may withdraw a job offer when you need the applicant to start immediately, but the individual has COVID-19 or symptoms of it.