

**If an employer is hiring, may it screen applicants for symptoms of COVID-19?**

Yes. An employer may screen job applicants for symptoms of COVID-19 after making a conditional job offer. Employers must do this for all entering employees in the same type of job. This ADA rule applies whether or not the applicant has a disability.

**May an employer take an applicant's temperature as part of a post-offer, pre-employment medical exam?**

Yes. Any medical exams are permitted after an employer has made a conditional offer of employment. However, employers should be aware that some people with COVID-19 do not have a fever.

**May an employer delay the start date of an applicant who has COVID-19 or symptoms associated with it?**

Yes. Per current CDC guidance, individuals with COVID-19 or with associated symptoms should not be in the workplace.

**May an employer withdraw a job offer when it needs the applicant to start immediately but the individual has COVID-19 or symptoms of it?**

Since this individual can no longer safely enter the workplace, the employer may withdraw the job offer (per CDC guidance).

**May a temporary staffing agency or a contractor that places an employee in an employer's workplace notify the employer if it learns the employee has COVID-19?**

Yes. The staffing agency or contractor may notify the employer and disclose the name of the employee. The employer may need to determine if this employee had close contact with anyone in the workplace.

Businesses should consider remote interviewing, identifying key positions, and creating just-in-time training sheets and videos that would allow temporary hires to be onboarded and start working within a few hours