



## Directive on General Operations During the Endemic Phase (Preventing the Spread of Coronavirus SARS-CoV-2) of 12 April 2022, revised on 5 September 2022

### 1. Purpose of the Directive

This directive is issued following the Federal Council's decision to lift its ordinances with effect from 31 March 2022 and based on the Executive Board of the University's resolution of 12 April 2022, revised on 5 September 2022. It is aimed at ensuring the protection of the employees' health during the endemic phase of the coronavirus pandemic. Its core concern is UZH's duty of care and duty to protect the health<sup>1</sup> of its employees.

### 2. Validity of the Directive

The directive is valid for a limited period only, initially until 31 January 2023. If necessary, the directive may be extended.

### 3. Protection of the Employees' Health

Members of UZH are required to observe the latest recommendations on hygiene and conduct issued by the Federal Office of Public (FOPH)<sup>2</sup> as well as the applicable recommendations of UZH.

Line managers in the organizational units will continue to take necessary, appropriate and proportionate measures to maintain their units' service provision.

Employees are required to comply with the relevant provisions and minimize the risk of infection at the workplace as far as possible.

### 4. Procedure for (Reporting) Symptoms of Illness

To ensure that it can adequately fulfill its duty of good faith and its obligations for protecting the health of all of its staff during the endemic phase of the coronavirus pandemic, UZH needs to be informed if employees have been infected with Covid-19 or are displaying relevant symptoms.

Employees are requested to be considerate and responsible in their actions and to report any infections or relevant symptoms to their direct line managers.

Line managers will decide together with the employees on how to organize their work on site or from home temporarily, and they will take measures to protect other employees. Line managers may issue instructions accordingly, which are to be followed by the employees<sup>3</sup>. Human Resources<sup>4</sup> and the Occupational Medicine team are available to provide support and advice.

### 5. Health Protection for People at High Risk

Until 31 March 2022, special safety measures applied for people who are at especially high risk in accordance with Art. 27a of the Covid-19 Ordinance<sup>3</sup>; these measures have now been lifted.<sup>5</sup>

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<sup>1</sup> Art. 2 EmpO 3.

<sup>2</sup> [Federal government rules](#).

<sup>3</sup> Art. 10 EmpO 3.

<sup>4</sup> [Human Resources](#), [Occupational Medicine](#).

<sup>5</sup> [Covid-19 Ordinance 3](#) (SR 818.101.24).



To be able to adequately protect the health of its vulnerable employees during the endemic phase of the coronavirus pandemic, UZH needs to be aware of the fact that an employee is at high risk from infection with Covid-19.

Employees who are at high risk from coronavirus can inform their line managers of this fact. They are generally required to submit a medical certificate confirming their specific risk. Line managers will decide on protective measures together with the employees and may issue instructions accordingly.

Possible measures include wearing masks, working at a safe distance from others or in one-person offices, installing partitions or other technical measures as well as working from home. Human Resources must be informed of any conflicts arising from these protective measures; if required, Human Resources will consult with the Occupational Medicine team.

## **6. Obligation and/or Right to Wear Masks**

All employees have the right to wear a mask at all times in the workplace and during work.