

22. Can my employer take my temperature before I am allowed to work?

EEOC has advised that, generally, measuring an employee's body temperature is a medical examination. Because CDC and state and local health authorities have acknowledged community spread of COVID-19 and issued attendant precautions, employers may measure employees' body temperature. However, employers should be aware some people with COVID-19 do not have a fever. You can view additional guidance from EEOC at www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm.

If you believe your employer is discriminating against you on the basis of race, disability, national origin or other protected class status, contact the Minnesota Department of Human Rights at 651-539-1133, 800657-3704 or info.mdhr@state.mn.us, or complete the form at www.mn.gov/mdhr/intake/consultationinquiryform.