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The content of this section is based on Chapter 2: Management and Personnel in the U.S. Food Code. The Food Code is available at:  
<http://www.cfsan.fda.gov/~dms/fc05-toc.html>



food safety

## Workers and Contamination

- **Workers can introduce bacteria, viruses, and parasites into food and beverages.**
- **Workers contaminate food by:**
  - Working while sick
  - Touching pimples or sores
  - Touching hair
  - Not wearing a band-aid and single-use gloves over sores and wounds
  - Not washing hands properly

Safe Food Handler 57

In November, 1999, the National Advisory Committee for Microbiological Criteria for Foods (NACMCF), concluded that bare hand contact with ready-to-eat foods can contribute to the transmission of foodborne illness and agreed that the transmission could be interrupted. The NACMCF recommended exclusion/restriction of ill food workers, as the first preventative strategy and recognized that this intervention has limitations, such as trying to identify and manage asymptomatic food workers. When the FDA reviewed and analyzed epidemiological data on foodborne illness outbreaks caused by fecal-oral pathogens, 93% of the foodborne illnesses reported were caused by ill food workers preparing food. This finding illustrates the problem caused by ill food workers who continue to prepare food. This is a problem which is exacerbated by an increasing global market place, a tight labor market and lack of knowledge and understanding of food safety among food workers, and the economic need for food workers to work even when ill.

Depending on the microbial contamination level on the hands, handwashing with plain soap and water, as specified in the Food Code, may not be an adequate intervention to prevent the transmission of pathogenic microbes to ready-to-eat foods via hand contact with ready-to-eat foods. Handwashing as specified in the Food Code will reduce microbial contamination of the hands by 2-3-logs.

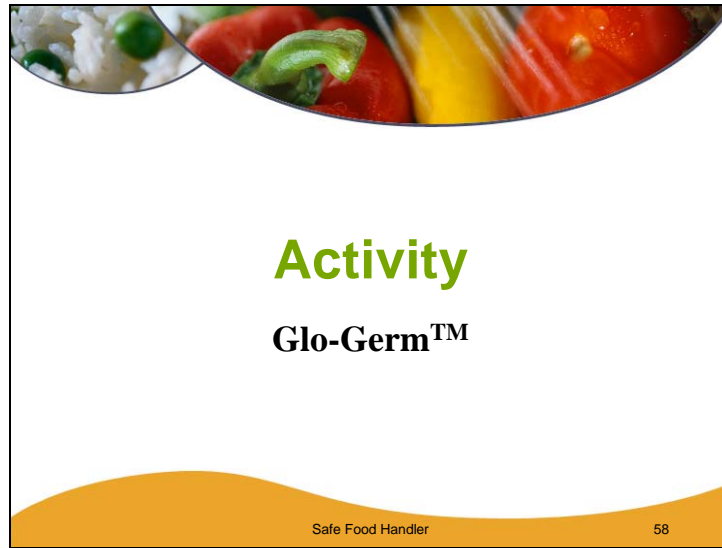
Food workers infected with fecal-oral pathogens can shed viral and protozoan pathogens in the feces at levels up to  $10^8$  viral particles or oocysts per gram of feces. Having a high potential contamination level on the hands combined with a very low infectious dose necessary to cause infection are the reasons that FDA believes that handwashing alone is not an effective single barrier in the transmission of these fecal-oral pathogens. The infective dose for *Giardia* and *Cryptosporidium* is believed to be as low as 1-10 oocysts, and as few as 10 virus particles can infect an individual with hepatitis A. The infective dose for Norwalk virus is also believed to be very small.

The CDC now estimates that Noroviruses are the leading cause of foodborne illness in the United States. The CDC has also reported that hands are the most important means by which enteric viruses are transmitted. Further, contamination of food by an infected food worker is the most common mode of transmission of hepatitis A in foodborne disease outbreaks. Research has shown the viral transfer rate from contaminated hands to ready-to-eat food to be about 10% and that proper handwashing will significantly reduce the chance of transmitting pathogenic viruses. However, with heavy initial contamination of the hands, especially in the subungual space of the fingers, a basic 2-3 log reduction handwashing procedure may not be adequate to prevent the transmission of viral foodborne illness.

The three interdependent critical factors in reducing foodborne illness transmitted through the fecal-oral route, identified by the NACMCF, include exclusion/restriction of ill food workers; proper handwashing; and no bare hand contact with ready-to-eat foods. Each of these factors is inadequate when utilized independently and may not be effective. However, when all three factors are combined and utilized properly, the transmission of fecal-oral pathogens can be controlled.

Even though bare hands should never contact exposed, ready-to-eat food, thorough handwashing is important in keeping gloves or other utensils from becoming vehicles for transferring microbes to the food.

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**ACTIVITY INSTRUCTIONS:** The activity instructions are located at:  
[www.foodsafety.gov/resources/pdfs/foodservice/fh-glogerm.pdf](http://www.foodsafety.gov/resources/pdfs/foodservice/fh-glogerm.pdf) Additional activities to support the content presented in this section are located:  
<http://www.foodsafety.gov/foodservice/conducting/foodhandler/>

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## Basics of Handwashing

1. **Accessible handwashing sink**
2. **Hand soap** -- liquid, powder, or bar and does not have to be antibacterial
3. **Way to dry hands** -- disposable towels, continuous towel system, or a hand dryer
4. **Instant hand antiseptic** -- not required



Safe Food Handler 59

Effective handwashing is essential for reducing the likelihood of a worker's hands becoming a source of contamination. It is important that handwashing be done only at a properly equipped handwashing facility in order to help ensure that food employees effectively clean their hands. Handwashing facilities are to be conveniently located, always accessible for handwashing, maintained so they provide proper water temperatures and pressure, and equipped with suitable hand cleansers, nail brushes, and disposable towels and waste containers, or hand dryers. It is inappropriate to wash hands in a food preparation sink since this may result in avoidable contamination of the sink and the food prepared therein. Service sinks may not be used for food employee handwashing since this practice may introduce additional hand contaminants because these sinks may be used for the disposal of mop water, toxic chemicals, and a variety of other liquid wastes. Such wastes may contain pathogens from cleaning the floors of food preparation areas and toilet rooms and discharges from ill persons.

Warm water is more effective than cold water in removing the fatty soils encountered in kitchens. An adequate flow of warm water (100F or hotter) will cause soap to lather and aid in flushing soil quickly from the hands. An inadequate flow or temperature of water may lead to poor handwashing practices by food employees. A mixing valve or combination faucet is needed to provide properly tempered water for handwashing. Steam mixing valves are not allowed for this use because they are hard to control and injury by scalding is a possible hazard.

Hands are probably the most common vehicle for the transmission of pathogens to foods in an establishment. Hands can become soiled with a variety of contaminants during routine operations. Some employees are unlikely to wash their hands unless properly equipped handwashing facilities are accessible in the immediate work area. Facilities which are improperly located may be blocked by portable equipment or stacked full of soiled utensils and other items, rendering the facility unavailable for regular employee use. Nothing must block the approach to a handwashing facility thereby discouraging its use, and the facility must be kept clean and well stocked with soap and sanitary towels to encourage frequent use.



Handwashing is a critical factor in reducing fecal-oral pathogens that can be transmitted from hands to RTE food as well as other pathogens that can be transmitted from environmental sources. Many employees fail to wash their hands as often as necessary and even those who do may use flawed techniques.

In the case of a food worker with one hand or a hand-like prosthesis, the Equal Employment Opportunity Commission has agreed that this requirement for thorough handwashing can be met through reasonable accommodation in accordance with the Americans with Disabilities Act. Devices are available which can be attached to a lavatory to enable the food worker with one hand to adequately generate the necessary friction to achieve the intent of this requirement.

The greatest concentration of microbes exists around and under the fingernails of the hands. The area under the fingernails, known as the “subungal space”, has by far the largest concentration of microbes on the hand and this is also the most difficult area of the hand to decontaminate. Fingernail brushes, if used properly, have been found to be effective tools in decontaminating this area of the hand. Proper use of single-use fingernail brushes, or designated individual fingernail brushes for each employee, during the handwashing procedure can achieve up to a 5-log reduction in microorganisms on the hands.

There are two different types of microbes on the hands, transient and resident microbes. Transient microbes consist of contaminating pathogens which are loosely attached to the skin surface and do not survive or multiply. A moderate number of these organisms can be removed with adequate handwashing. Resident microbes consist of a relatively stable population that survive and multiply on the skin and they are not easily washed off the hands. Resident microbes on the hands are usually not a concern for potential contamination in food service.

All aspects of proper handwashing are important in reducing microbial transients on the hands. However, friction and water have been found to play the most important role. This is why the amount of time spent scrubbing the hands is critical in proper handwashing. It takes more than just the use of soap and running water to remove the transient pathogens that may be present. It is the abrasive action obtained by vigorously rubbing the surfaces being cleaned that loosens the transient microorganisms on the hands.

Research has shown a minimum 10-15 second scrub is necessary to remove transient pathogens from the hands and when an antimicrobial soap is used, a minimum of 15 seconds is required. Soap is important for the surfactant effect in removing soil from the hands and a warm water temperature is important in achieving the maximum surfactant effect of the soap.

Every stage in handwashing is equally important and has an additive effect in transient microbial reduction. Therefore, effective handwashing must include scrubbing, rinsing, and drying the hands. When done properly, each stage of handwashing further decreases the transient microbial load on the hands. It is equally important to avoid recontaminating hands by avoiding direct hand contact with heavily contaminated environmental sources, such as manually operated handwashing sink faucets, paper towel dispensers, and rest room door handles after the handwashing procedure. This can be accomplished by obtaining a paper towel from its dispenser before the handwashing procedure, then, after handwashing, using the paper towel to operate the hand sink faucet handles and restroom door handles.

Handwashing done properly can result in a 2-3 log reduction in transient bacteria and a 2-log reduction in transient viruses and protozoa. With heavy contamination of transient microbial pathogens, (i.e.,  $> 10^4$  microbes, as found on hands contaminated with bodily wastes and infected bodily fluids) handwashing may be ineffective in completely decontaminating the hands. Therefore, a further intervention such as a barrier between hands and ready-to-eat food is necessary.



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### Always wash hands:

- After using the bathroom
- After coughing, sneezing, smoking, eating, or drinking
- After bussing a table
- Before putting on gloves
- After handling animals
- When switching between raw and ready-to-eat food
- After handling garbage or trash
- After handling dirty equipment or utensils;
- During food preparation.

Safe Food Handler 61

The hands might become contaminated when the foodservice workers engages in specific activities. The increased risk of contamination requires handwashing immediately after the activities listed. The specific examples listed above are not intended to be all inclusive. Employees must wash their hands after any activity which may result in contamination of the hands.



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## Instant Hand Antiseptics

- Only hand antiseptics approved by the FDA can be used.
- Workers must wash their hands before the antiseptic is applied.
- Hand antiseptics cannot replace handwashing.



Safe Food Handler 62

In the 2005 Food Code, the use of the term “hand sanitizer” was replaced by the term “hand antiseptic” to eliminate confusion with the term “sanitizer,” a defined term in the Food Code, and to more closely reflect the terminology used in the FDA Tentative Final Monograph for Health-Care Antiseptic Drug Products for OTC Human Use, Federal Register: June 17, 1994.

The term “sanitizer” is typically used to describe control of bacterial contamination of inert objects or articles, or equipment and utensils, and other cleaned food-contact surfaces. The Food Code definition of “sanitizer” requires a minimum microbial reduction of 5 logs, which is equal to a 99.999% reduction. The FDA bases the 5-log reduction on the AOAC International’s “Official Methods of Analysis 2003,” which requires a minimum 5-log reduction in microorganisms to achieve “sanitization.”

Sanitizers used to disinfect food-contact equipment and utensils can easily achieve the 5-log reduction of microorganisms and often far exceed this minimum requirement. However, removing microorganisms from human skin is a totally different process and sterilization of human skin is nearly impossible to achieve without damaging the skin. Many antimicrobial hand agents typically achieve a much smaller reduction in microorganisms than the 5-log reduction required for “sanitization.” Therefore, the effect achieved from using antimicrobial hand agents is not consistent with the definition of “sanitization” in the Food Code.

“Hand antiseptic” describes a product intended to reduce the number of microorganisms on the skin.



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## Fingernails

- Fingernails (real or artificial) and nail polish can be physical hazards.
- Keep nails trimmed and filed.
- Workers cannot wear fingernail polish or artificial fingernails unless they wear single-use gloves.

Safe Food Handler 63

The requirement for fingernails to be trimmed, filed, and maintained is designed to address both the cleanability of areas beneath the fingernails and the possibility that fingernails or pieces of the fingernails may end up in the food due to breakage. Failure to remove fecal material from beneath the fingernails after defecation can be a major source of pathogenic organisms. Ragged fingernails present cleanability concerns and may harbor pathogenic organisms.

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## Cover cuts, wounds, and sores

- Can be a source of bacteria.
- Restrict workers from preparing food if a sore contains pus or is infected.
- Cover affected area with a bandage, a finger cot, or a single-use glove.



Safe Food Handler 64

Lesions containing pus that may occur on a food employee's hands, as opposed to such wounds on other parts of the body, represent a direct threat for introducing *Staphylococcus aureus* into food. Consequently, a double barrier is required to cover hand and wrist lesions. Pustular lesions on the arms are less of a concern when usual food preparation practices are employed and, therefore, a single barrier is allowed. However, if the food preparation practices entail contact of the exposed portion of the arm with food, a barrier equivalent to that required for the hands and wrists would be necessitated.

Lesions on other parts of the body need to be covered; but, an impermeable bandage is not considered necessary for food safety purposes. Foodservice workers should be aware that hands and fingers that contact pustular lesions on other parts of the body or with the mucous membrane of the nose also pose a direct threat for introducing *Staphylococcus aureus* into food. If a foodservice worker has an infected cut and bandages it, plus puts on a glove, the worker does not have to report the infected cut to the person in charge. However, if the worker does not bandage it, reporting is required.

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## Single-use Gloves

- Use non-latex gloves because latex gloves might cause allergic reactions in some workers.
- Change gloves:
  - when they tear
  - before beginning a new task
  - every four hours when doing the same task and
  - after handling raw meat, fish, or poultry



Safe Food Handler 65

Gloves used in touching ready-to-eat food are defined as a "utensil" and must meet the applicable requirements related to utensil construction, good repair, cleaning, and storage. Multiuse gloves, especially when used repeatedly and soiled, can become breeding grounds for pathogens that could be transferred to food. Soiled gloves can directly contaminate food if stored with ready-to-eat food or may indirectly contaminate food if stored with articles that will be used in contact with food. Multiuse gloves must be washed, rinsed, and sanitized between activities that contaminate the gloves. Hands must be washed before donning gloves. Gloves must be discarded when soil or other contaminants enter the inside of the glove. Slash-resistant gloves are not easily cleaned and sanitized. Their use with ready-to-eat foods could contaminate the food.

### **Natural Latex Rubber (NRL) Gloves**

Natural rubber latex gloves have been reported to cause allergic reactions in some individuals who wear latex gloves during food preparation, and even in individuals eating food prepared by foodservice workers wearing latex gloves. This information should be taken into consideration when deciding whether single-use gloves made of latex will be used during food preparation. Although many allergic reactions occur as a result of occupational exposure, CFSAN is actively reviewing its current policy on the use of disposable NRL gloves in food operations in light of the possible transmission of the latex protein via food. To gain additional information regarding allergic reactions allegedly due to the ingestion of food contaminated by NRL in retail settings, CFSAN has been collecting reports of such reactions from consumers who have contacted the Agency. Several offices within CFSAN will continue to collaborate in reviewing incoming data. The results of these activities and other related efforts will be used to determine if policy changes regarding the use of latex in food operations, based on food safety considerations, are warranted.

The FDA, Office of Premarket Approval, Indirect Additives, reviews gloves submitted for food-contact use in the food industry on the basis of the glove's formulation or components. FDA regulates NRL gloves used for medical purposes only. FDA is aware of the following information related to occupational hazards (not food safety hazards) associated with the use of NRL gloves:

The National Institute for Occupational Safety and Health (NIOSH) published a 1997 Alert titled "Preventing Allergic Reactions to Natural Rubber Latex in the Workplace" (NIOSH publication number 97-135) which is found at <http://www.cdc.gov/niosh/latexalt.html>.

The American College of Allergy, Asthma and Immunology (ACAAI) and the American Academy of Allergy Asthma and Immunology (AAAAI) issued a joint statement discouraging the routine use of NRL gloves by food handlers. (1997) <http://allergy.mcg.edu/physicians/joint.html>

The AAAAI also provides information on latex allergies on the web at  
<http://www.aaaai.org/patients/resources/fastfacts/latex.stm>

The ACAAI provides information on latex allergies on the web at  
<http://allergy.mcg.edu/physicians/ltxhome.html>

An OSHA Technical Information Bulletin recommends reducing allergy potential by reducing unnecessary exposure to NRL. Stating "Food service workers ... do not need to use NRL gloves for food handling..." (1999) [http://www.osha-slc.gov/dts/tib/tib\\_data/tib19990412.html](http://www.osha-slc.gov/dts/tib/tib_data/tib19990412.html)

(a) General requirements. Employers shall select and require employees to use appropriate hand protection when employees' hands are exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasions; punctures; chemical burns; thermal burns; and harmful temperature extremes.

(b) Selection. Employers shall base the selection of the appropriate hand protection on an evaluation of the performance characteristics of the hand protection relative to the task(s) to be performed, conditions present, duration of use, and the hazards and potential hazards identified.

For further information on the OSHA requirements, see [59 FR 16362, April 6, 1994].

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## Worker Clothing

Clothing can be a source of contamination so all workers must wear:

- a clean hat or hair restraint
- clean clothing

While preparing food, workers cannot wear jewelry

- This includes medical information jewelry on arms and hands.
- The only exception is a plain wedding band.

Safe Food Handler 66

Consumers are particularly sensitive to food contaminated by hair. Hair can be both a direct and indirect vehicle of contamination. Food employees may contaminate their hands when they touch their hair. A hair restraint keeps dislodged hair from ending up in the food and may deter employees from touching their hair.

### **Jewelry**

Items of jewelry such as rings, bracelets, and watches may collect soil and the construction of the jewelry may hinder routine cleaning. As a result, the jewelry may act as a reservoir of pathogenic organisms transmissible through food. The term "jewelry" generally refers to the ornaments worn for personal adornment and medical alert bracelets do not fit this definition. However, the wearing of such bracelets carries the same potential for transmitting disease-causing organisms to food.

In the case of a food worker who wears a medical information or medical alert bracelet, the EEOC has agreed that this requirement can be met through reasonable accommodation in accordance with the Americans with Disabilities Act by the person in charge and the employee working out acceptable alternatives to the bracelet worn at the wrist. An example would be wearing the bracelet high on the arm or secured in a manner that does not pose a risk to the food but provides emergency medical information if it is needed.

An additional hazard associated with jewelry is the possibility that pieces of the item or the whole item itself may fall into the food being prepared. Hard foreign objects in food may cause medical problems for consumers, such as chipped and/or broken teeth and internal cuts and lesions.

### **Outer Clothing**

Dirty clothing may harbor diseases that are transmissible through food. Food employees who inadvertently touch their dirty clothing may contaminate their hands. This could result in contamination of the food being prepared. Food may also be contaminated through direct contact with dirty clothing. In addition, employees wearing dirty clothes send a negative message to consumers about the level of sanitation in the establishment.

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## Bare-hand Contact

- Minimize bare-hand contact of ready-to-eat food
- Ready-to-eat food (RTE) includes:
  - Cooked food
  - Raw fruits and vegetables
  - Baked goods
  - Dried sausages
  - Canned food
  - Snack foods
  - Beverages



Safe Food Handler 67

Infected foodservice workers are the source of contamination in approximately one in five foodborne disease outbreaks reported in the United States with a bacterial or viral cause.<sup>1</sup> Most of these outbreaks involve enteric, i.e., fecal-oral agents. These are organisms that employees were shedding in their stools at the time the food was prepared. Because of poor or nonexistent handwashing procedures, workers spread these organisms to the food. In addition, infected cuts, burns, or boils on hands can also result in contamination of food. Viral, bacterial, and parasitic agents can be involved.


Traditionally, food regulations have required two methods of preventing the spread of foodborne disease by this mode of transfer, i.e., they have prohibited foodservice workers from preparing food when they are infectious and have required thorough and frequent handwashing. In order to strengthen fecal-oral transmission interventions, the Food Code provides focused and specific guidance about ill workers and when handwashing must occur. As a final barrier, bare-hand contact with ready-to-eat food (i.e., food that is edible without washing or is not subsequently subjected to a pathogen kill step) is prohibited and suitable utensils such as spatulas, tongs, single-use gloves, or dispensing equipment are required to be used. Any alternative to this requirement must convincingly address how food employees will be managed to preclude food contamination and how management will ensure that thorough handwashing occurs after employees use the toilet.

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## Reporting Foodborne Illness

If a worker is diagnosed with one of the following foodborne illnesses, the manager *must* report it to the local health department:

- Hepatitis A virus
- *E. coli* 0157:H7
- *Salmonella Typhi*
- *Shigella* spp.
- Norovirus



Safe Food Handler 68

### Illnesses that Require Reporting

The Centers for Disease Control and Prevention (CDC) publishes a list of infectious and communicable diseases transmitted through food each year. The list is divided into two parts: pathogens often transmitted and pathogens occasionally transmitted by infected persons who handle food. It is important to note that CDC has no evidence that HIV is transmissible through food. Therefore, a food employee who has tested positive for HIV is not of concern unless he or she is suffering from a disease caused by one of the pathogens in the list below.

### Pathogens often transmitted to food by infected persons and their common symptoms

Caliciviruses (Norovirus) -- D, F, V

Hepatitis A virus -- F, J

*Salmonella Typhi* -- F

*Shigella* species -- D, F, V

*Staphylococcus aureus* -- D, V

*Streptococcus pyogenes* -- F, S

### Pathogens occasionally transmitted by food contaminated by infected persons and their common symptoms

*Campylobacter jejuni* -- D, F, V

*Cryptosporidium parvum* -- D

*Entamoeba histolytica* -- D, F

Enterohemorrhagic *Escherichia coli* -- D

Enterotoxigenic *Escherichia coli* -- D, V

*Giardia lamblia* -- D

Non-typhoidal *Salmonella* -- D, F, V

*Taenia solium*

*Vibrio cholerae* 01 -- D, V

*Yersinia enterocolitica* -- D, F, V

KEY: D = diarrhea; V = vomiting; S = sore throat with fever; F = fever; J = jaundice



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## Excluding or Restricting Workers

**Excluding**

- A worker is not allowed in the establishment except for those areas open to the general public.


**Restricting**

- The activities of the worker are limited so there is no risk of transmitting a disease through food.
- The worker should not handle exposed food, clean equipment, utensils, linens; and unwrapped single-service or single-use articles.

Safe Food Handler 69

Restriction or exclusion of foodservice workers suffering from a disease or medical symptom listed in the Food Code is necessary due to the increased risk that the food being prepared will be contaminated with a pathogenic organism transmissible through food. A person suffering from any of the symptoms or medical conditions listed may be suffering from a disease transmissible through food.

Restrictions and exclusions vary according to the population served because highly susceptible populations have increased vulnerability to foodborne illness. For example, foodborne illness in a healthy individual may be manifested by mild flu-like symptoms. The same foodborne illness may have serious medical consequences in immunocompromised individuals. This point is reinforced by statistics pertaining to deaths associated with foodborne illness caused by Salmonella Enteritidis. Over 70% of the deaths in outbreaks attributed to this organism occurred among individuals who for one reason or another were immunocompromised. This is why the restrictions and exclusions listed in the Code are especially stringent for food employees serving highly susceptible populations.



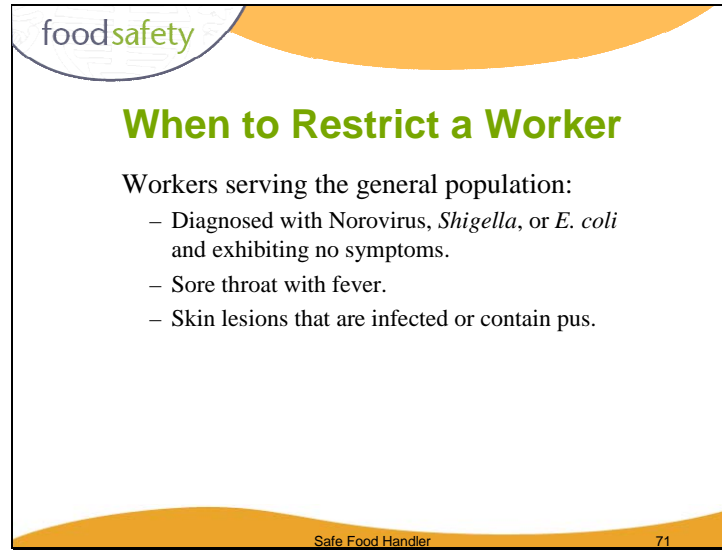
## When to Exclude a Worker

- Workers serving the general population
  - Vomiting or diarrhea.
  - Diagnosed with *Shigella* spp., Norovirus, or *E. coli* and has vomiting or diarrhea.
  - Onset of jaundice within 7 days
  - Diagnosed with Hepatitis A.
  - Diagnosed with *Salmonella* Typhi within past three months
- Workers serving highly susceptible populations
  - Sore throat with fever
  - Diagnosed with Norovirus, *Shigella*, or *E. coli* but no symptoms.

Safe Food Handler

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An excluded individual may not work as a food employee on the premises of any food establishment.



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## When to Restrict a Worker

Workers serving the general population:

- Diagnosed with Norovirus, *Shigella*, or *E. coli* and exhibiting no symptoms.
- Sore throat with fever.
- Skin lesions that are infected or contain pus.

Safe Food Handler 71

A restricted food employee may work in an area of the food establishment that houses packaged food, wrapped single-service or single-use articles, or soiled food equipment or utensils. Examples of activities that a restricted person might do include working at the cash register, seating patrons, bussing tables, stocking canned or other packaged foods, or working in a non-food cleaning or maintenance capacity consistent with the criteria in the definition of the term “restricted.” A food employee who is restricted from working in one food establishment may not work in an unrestricted capacity in another food establishment, but could work unrestricted in another retail store that is not a food establishment. A restricted food employee may enter a food establishment as a consumer.



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## Other Policies

During food preparation or serving, never:

- smoke
- chew gum
- eat food

Workers can drink from a covered container with a straw.



Safe Food Handler 72

Proper hygienic practices must be followed by foodservice workers in performing assigned duties to ensure the safety of the food, prevent the introduction of foreign objects into the food, and minimize the possibility of transmitting disease through food. Smoking or eating by workers in food preparation areas is prohibited because of the potential that the hands, food, and food-contact surfaces may become contaminated. Unsanitary personal practices such as scratching the head, placing the fingers in or about the mouth or nose, and indiscriminate and uncovered sneezing or coughing may result in food contamination. Poor hygienic practices by employees may also adversely affect consumer confidence in the establishment. Food preparation areas, such as hot grills, may have elevated temperatures and the excessive heat in these areas may present a medical risk to the workers as a result of dehydration. Consequently, in these areas foodservice workers are allowed to drink from closed containers that are carefully handled.

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The slide features a decorative top border with a semi-circular image of various vegetables including white rice, green peas, red bell peppers, and yellow bell peppers. The main content area is white with a black border. At the bottom, there is a wavy orange decorative border. The text is centered on the white background.

**Activity**

**Food Handler -- Right or Wrong?**

Safe Food Handler 73

**ACTIVITY INSTRUCTIONS:** Show the following slides to the participants and have them determine if the situation is right or wrong?

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## Food Handler -- Right or Wrong?



Safe Food Handler 74

**Wrong.** Worker wearing a dirty apron that has meat juice and other debris on it.

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## Food Handler -- Right or Wrong?



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The image shows a food handler in a kitchen setting. She is wearing a light green short-sleeved shirt and a white visor. She is standing behind a counter, looking down at a white plate of food. There are several condiment bottles, including a large green one, on the counter. The background shows a typical commercial kitchen with stainless steel equipment and shelves.

**Right.** Worker wearing a visor while handling food.

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## Food Handler -- Right or Wrong?

A photograph showing a person in a kitchen environment, wearing a light-colored shirt and a dark tie, smoking a cigarette. The person is standing near a stainless steel counter and a sink. The background shows kitchen equipment and a white wall.

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**Wrong.** Smoking is not permitted in food production areas.



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### Food Handler -- Right or Wrong?



Safe Food Handler 77

**Right.** Worker is not wearing jewelry.

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## Food Handler -- Right or Wrong?



Safe Food Handler 78

The image shows a white plastic cup with a lid and a straw, sitting on a stainless steel food preparation counter. The cup is closed. In the background, there are various kitchen items like a box and a knife. The slide has an orange decorative border at the top and bottom.

**Right.** An employee may drink from a closed beverage container if the container is handled to prevent contamination of the employee's hands, the container, and exposed food, clean equipment, utensils, linens, unwrapped single-service and single-use articles.

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## Animals

Live animals cannot be on the premises except for:

- Edible/decorative fish in an aquarium
- Shellfish or crustacea on ice under refrigeration or in display tanks
- Patrol dogs or sentry dogs
- Service animals
- Live fish bait



Safe Food Handler 79

Animals carry disease-causing organisms and can transmit pathogens to humans through direct and/or indirect contamination of food and food-contact surfaces. The restrictions apply to live animals with limited access allowed only in specific situations and under controlled conditions and to the storage of live and dead fish bait. Employees with service animals are required to wash their hands after each contact with animals to remove bacteria and soil. Animals shed hair continuously and may deposit liquid or fecal waste, creating the need for vigilance and more frequent and rigorous cleaning efforts.

The definition for "service animal" is adapted from 28 CFR 36.104 adopted pursuant to the Americans with Disabilities Act (ADA) of 1990. A service animal performs some of the functions that persons with a disability cannot perform for themselves, such as those provided by "seeing eye dogs"; alerting persons with hearing impairments to sounds; pulling wheelchairs or carrying and picking up things for persons with mobility impairments; and assisting persons with mobility impairments with balance. A service animal is not considered to be a pet.

Under Title III of the ADA, privately owned businesses that serve the public are prohibited from discriminating against individuals with disabilities. The ADA requires these businesses to allow people with disabilities to bring their service animals onto business premises in whatever areas customers are generally allowed. Some, but not all, service animals wear special collars or harnesses. Some, but not all, are licensed or certified and have identification papers.

Decisions regarding a foodservice worker or applicant with a disability who needs to use a service animal should be made on a case-by-case basis. An employer must comply with health and safety requirements, but is obligated to consider whether there is a reasonable accommodation that can be made. Guidance is available from the U.S. Department of Justice, Civil Rights Division, Disability Rights Section or the U.S. Equal Employment Opportunity Commission, the federal agency which has the lead in these matters, in documents such as, "Commonly Asked Questions About Service Animals in Places of Business"; "The Americans with Disabilities Act Questions and Answers"; "A Guide to Disability Rights Laws"; and "Americans with Disabilities Act Title III Technical Assistance Manual, 1994 Supplement." The ADA Information Line is 800-514-0301 (voice) or 800-514-0383 (TDD) and the Internet Home Page address is <http://www.usdoj.gov/crt/ada/adahom1.htm>.