

**COVID-19 PREPAREDNESS AND RESPONSE PLAN  
REOPENING PLANS AND GUIDELINES**

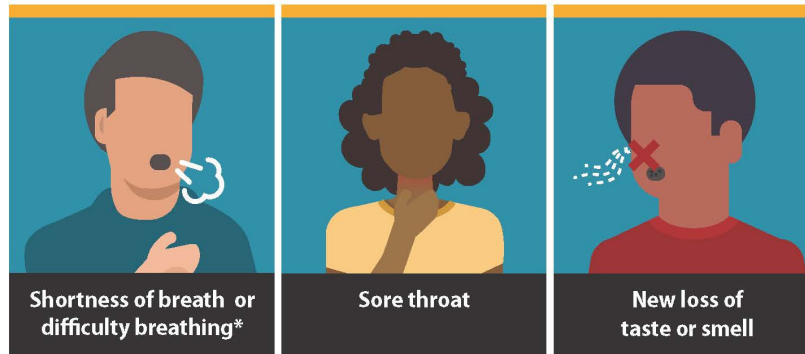
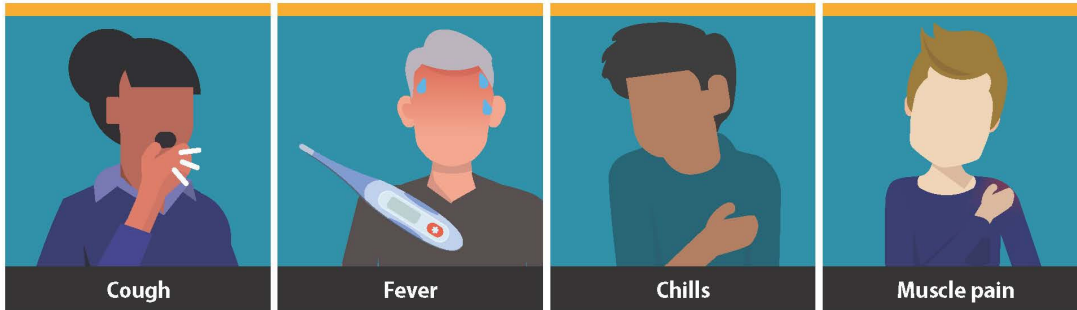
**April 2021**

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# Symptoms of Coronavirus (COVID-19)

Know the symptoms of COVID-19, which can include the following:



Symptoms can range from mild to severe illness, and appear 2-14 days after you are exposed to the virus that causes COVID-19.

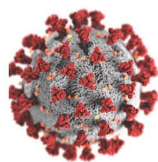
**\*Seek medical care immediately if someone has emergency warning signs of COVID-19.**

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

This list is not all possible symptoms. Please call your medical provider for any other symptoms that are severe or concerning to you.



# What you should know about COVID-19 to protect yourself and others



## Know about COVID-19

- Coronavirus (COVID-19) is an illness caused by a virus that can spread from person to person.
- The virus that causes COVID-19 is a new coronavirus that has spread throughout the world.
- COVID-19 symptoms can range from mild (or no symptoms) to severe illness.



## Know how COVID-19 is spread

- You can become infected by coming into close contact (about 6 feet or two arm lengths) with a person who has COVID-19. COVID-19 is primarily spread from person to person.
- You can become infected from respiratory droplets when an infected person coughs, sneezes, or talks.
- You may also be able to get it by touching a surface or object that has the virus on it, and then by touching your mouth, nose, or eyes.



## Protect yourself and others from COVID-19

- There is currently no vaccine to protect against COVID-19. The best way to protect yourself is to avoid being exposed to the virus that causes COVID-19.
- Stay home as much as possible and avoid close contact with others.
- Wear a cloth face covering that covers your nose and mouth in public settings.
- Clean and disinfect frequently touched surfaces.
- Wash your hands often with soap and water for at least 20 seconds, or use an alcohol-based hand sanitizer that contains at least 60% alcohol.



## Practice social distancing

- Buy groceries and medicine, go to the doctor, and complete banking activities online when possible.
- If you must go in person, stay at least 6 feet away from others and disinfect items you must touch.
- Get deliveries and takeout, and limit in-person contact as much as possible.



## Prevent the spread of COVID-19 if you are sick

- Stay home if you are sick, except to get medical care.
- Avoid public transportation, ride-sharing, or taxis.
- Separate yourself from other people and pets in your home.
- There is no specific treatment for COVID-19, but you can seek medical care to help relieve your symptoms.
- If you need medical attention, call ahead.



## Know your risk for severe illness

- Everyone is at risk of getting COVID-19.
- Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more severe illness.



# Prevent the spread of COVID-19 if you are sick

Accessible version: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

If you are sick with COVID-19 or think you might have COVID-19, follow the steps below to help protect other people in your home and community.

## Stay home except to get medical care.

- **Stay home.** Most people with COVID-19 have mild illness and are able to recover at home without medical care. Do not leave your home, except to get medical care. Do not visit public areas.
- **Take care of yourself.** Get rest and stay hydrated.
- **Get medical care when needed.** Call your doctor before you go to their office for care. But, if you have trouble breathing or other concerning symptoms, call 911 for immediate help.
- **Avoid public transportation, ride-sharing, or taxis.**



## Separate yourself from other people and pets in your home.

- **As much as possible, stay in a specific room** and away from other people and pets in your home. Also, you should use a separate bathroom, if available. If you need to be around other people or animals in or outside of the home, wear a cloth face covering.
  - See COVID-19 and Animals if you have questions about pets: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#COVID19animals>



## Monitor your symptoms.

- **Common symptoms of COVID-19 include fever and cough.** Trouble breathing is a more serious symptom that means you should get medical attention.
- **Follow care instructions from your healthcare provider and local health department.** Your local health authorities will give instructions on checking your symptoms and reporting information.



If you develop **emergency warning signs** for COVID-19 get **medical attention immediately.**

Emergency warning signs include\*:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or not able to be woken
- Bluish lips or face

\*This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning to you.

**Call 911 if you have a medical emergency.** If you have a medical emergency and need to call 911, notify the operator that you have or think you might have, COVID-19. If possible, put on a facemask before medical help arrives.

## Call ahead before visiting your doctor.

- **Call ahead.** Many medical visits for routine care are being postponed or done by phone or telemedicine.
- **If you have a medical appointment that cannot be postponed, call your doctor's office.** This will help the office protect themselves and other patients.



## If you are sick, wear a cloth covering over your nose and mouth.

- **You should wear a cloth face covering over your nose and mouth** if you must be around other people or animals, including pets (even at home).
- You don't need to wear the cloth face covering if you are alone. If you can't put on a cloth face covering (because of trouble breathing for example), cover your coughs and sneezes in some other way. Try to stay at least 6 feet away from other people. This will help protect the people around you.



**Note:** During the COVID-19 pandemic, medical grade facemasks are reserved for healthcare workers and some first responders. You may need to make a cloth face covering using a scarf or bandana.



### Cover your coughs and sneezes.

- **Cover your mouth and nose** with a tissue when you cough or sneeze.
- **Throw used tissues** in a lined trash can.
- **Immediately wash your hands** with soap and water for at least 20 seconds. If soap and water are not available, clean your hands with an alcohol-based hand sanitizer that contains at least 60% alcohol.



### Clean your hands often.

- **Wash your hands often** with soap and water for at least 20 seconds. This is especially important after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- **Use hand sanitizer** if soap and water are not available. Use an alcohol-based hand sanitizer with at least 60% alcohol, covering all surfaces of your hands and rubbing them together until they feel dry.
- **Soap and water are the best option**, especially if your hands are visibly dirty.
- **Avoid touching** your eyes, nose, and mouth with unwashed hands.



### Avoid sharing personal household items.

- **Do not share** dishes, drinking glasses, cups, eating utensils, towels, or bedding with other people in your home.
- **Wash these items thoroughly after using them** with soap and water or put them in the dishwasher.



### Clean all “high-touch” surfaces everyday.

- **Clean and disinfect** high-touch surfaces in your “sick room” and bathroom. Let someone else clean and disinfect surfaces in common areas, but not your bedroom and bathroom.
- **If a caregiver or other person needs to clean and disinfect** a sick person’s bedroom or bathroom, they should do so on an as-needed basis. The caregiver/other person should wear a mask and wait as long as possible after the sick person has used the bathroom.



High-touch surfaces include phones, remote controls, counters, tabletops, doorknobs, bathroom fixtures, toilets, keyboards, tablets, and bedside tables.

- **Clean and disinfect areas that may have blood, stool, or body fluids on them.**

- **Use household cleaners and disinfectants.** Clean the area or item with soap and water or another detergent if it is dirty. Then use a household disinfectant.

- Be sure to follow the instructions on the label to ensure safe and effective use of the product. Many products recommend keeping the surface wet for several minutes to ensure germs are killed. Many also recommend precautions such as wearing gloves and making sure you have good ventilation during use of the product.
- Most EPA-registered household disinfectants should be effective.

### How to discontinue home isolation

- People **with COVID-19 who have stayed home (home isolated)** can stop home isolation under the following conditions:



- **If you will not have a test** to determine if you are still contagious, you can leave home after these three things have happened:
  - You have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers)

AND

  - other symptoms have improved (for example, when your cough or shortness of breath has improved)

AND

  - at least 10 days have passed since your symptoms first appeared.
- **If you will be tested** to determine if you are still contagious, you can leave home after these three things have happened:
  - You no longer have a fever (without the use of medicine that reduces fevers)

AND

  - other symptoms have improved (for example, when your cough or shortness of breath has improved)

AND

  - you received two negative tests in a row, 24 hours apart. Your doctor will follow CDC guidelines.

**In all cases, follow the guidance of your healthcare provider and local health department.** The decision to stop home isolation should be made in consultation with your healthcare provider and state and local health departments. Local decisions depend on local circumstances.

## COVID-19: Quarantine vs. Isolation

**QUARANTINE** keeps someone who was in close contact with someone who has COVID-19 away from others.



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**If you had close contact with a person who has COVID-19**



- Stay home until 14 days after your last contact.



- Check your temperature twice a day and watch for symptoms of COVID-19.



- If possible, stay away from people who are at higher-risk for getting very sick from COVID-19.



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**ISOLATION** keeps someone who is sick or tested positive for COVID-19 without symptoms away from others, even in their own home.



**If you are sick and think or know you have COVID-19**



- Stay home until after
  - At least 10 days since symptoms first appeared **and**
  - At least 24 hours with no fever without fever-reducing medication **and**
  - Symptoms have improved



**If you tested positive for COVID-19 but do not have symptoms**



- Stay home until after
  - 10 days have passed since your positive test



If you live with others, stay in a specific "sick room" or area and away from other people or animals, including pets. Use a separate bathroom, if available.

[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

\*\* Review updated quarantine information on page 13-14

## **PURPOSE**

The purpose and intent of this plan is to ensure that all our Employees know and understand the procedures that have been put into place to protect you and our visitors. It includes best practices to aid in a lower risk and thoughtful reopening and continued operations. While this plan is broad, there may be guidelines specific to other departments to ensure safety and compliance. Our goal is to keep Spaulding open in a way that best protects employees and consumers from exposure to COVID-19 and helps prevent the spread of the virus. This plan is developed in accordance with regulations from MIOSHA, CDC, MDHHS and Oakland County.

Communication during this time is incredibly important. As we reopen and continue operations we will continue to share information with you about the plan and any updates made. We will be available and transparent and welcome any concerns you may have or deficits that you see.

The health and safety of our Employees, stakeholders and visitors is of the utmost importance. We will continue to loop employees in on our COVID-19 plan for reopening and to continue with our “new normal.” The plan will be kept on the P Drive (P:\Coronavirus\Plans - Contingency & Continuity).

## **CLEANING/DISINFECTING THE WORKPLACE**

### **Ongoing Disinfecting and Cleaning:**

- Crossroads Management will clean all common areas in the building and each suite.
  - If there is an issue or concern contact Jamie Bozarth. The issue will be documented and assurance made that it was addressed.
- Spaulding employees will be responsible for:
  - Cleaning his/her own office/cubicle. This will include regular wipe down of phones, desks, computers and work surfaces.
  - Employees will be responsible for wiping down visits room after each visit.
- Supplies are located in each suite and include cleaner & paper towels. They are in both kitchens, at the receptionist desk (Suite 100) and table by copier (Suite 120).
- Designated employees will be responsible for cleaning high touch surfaces including door handles, light switches and shared office equipment on a regular basis throughout the day.

### **Cleaning Electronics:**

Employees will be responsible for cleaning the computers and equipment in their workspace. All Employee are asked to use hand sanitizer prior to using the copiers throughout the offices. There will be sanitizer available by each copier. Assigned Employees will regularly clean the copiers.

The directions for cleaning are included below. If you have any questions specific to the equipment please contact Mike Quinn.

- HP Laptops
  - Never clean while it is powered on or plugged in
  - Moisten a microfiber cloth with a mixture of 70% isopropyl alcohol/30% water.
  - To avoid damaging the surface, avoid abrasive cloths, towels and paper towels.
- Dell Computers
  - Moisten a microfiber cloth with a mixture of 70% isopropyl alcohol / 30% water.

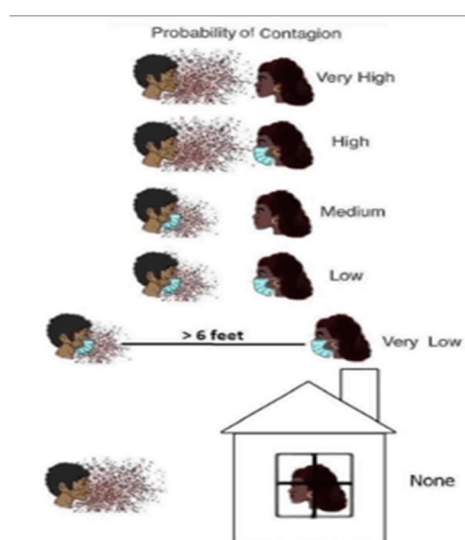


- The cloth should be damp, but not dripping wet. Excess moisture should be removed if the cloth is wet before wiping the product.
- Using any material other than a microfiber cloth could cause damage to your product
- Toshiba Copiers
  - Turn off the machine
  - Use an alcohol-based cleaner with a minimum concentration of 70% alcohol
  - Apply approved cleaner to a soft cloth or use pre-manufactured disinfectant towelettes.
  - Wipe down exterior surfaces of the device. Pay close attention to high-touch areas such as smart panels, lids, trays and keyboards.
- DEVICE CLEANING PROCESS DON'TS
  - Do not use ammonia-based or chlorine-based cleaners
  - Do not apply liquids directly on devices.

## PERSONAL PROTECTION EQUIPMENT (PPE'S)

### MASKS:

Per the CDC, covering your mouth and nose with a face covering helps prevent the spread of COVID-19.



- **Masks are required to be worn in the office.** If you are in your own office or cubicle you may remove it if needed.
- **Masks will be required and available for all visitors.**
- Fabric and surgical masks will be available.
- Face shields are available if needed.
- N-95 are available to be used by anyone doing field work, if they prefer or by special request.

### GLOVES:

Gloves are available but and should be worn by the following:

- Those performing disinfection of common surfaces
- Employees handling trash
- Employees handling food

**PLEASE NOTE: Gloves put employees at higher risk of exposure and are not recommended for general protective use for the following reasons:**

### FACE SHIELDS/GOGGLES:

- Face Shields/Goggles can provide extra protection for those who must work within three feet of another person due to their job requirements.
- They are not necessary but they can help and are available if you choose to use them.

## HAND SANITIZER

- Each employee was provided with a bottle of hand sanitizer.
- Wall mounted dispensers and bottles of sanitizer are in Suite 100 and Suite 120.

## EMPLOYEE SCREENING

It is our goal to comply with Executive Order 2020-97 and implement a COVID-19 symptoms screening process for employees. The MI Symptoms Web Application is cost-free for employees and employers. The reason this tool is beneficial is:

- It's an objective tool to inform Spaulding that you should not be coming to work without having to share symptom-specific information
- It will help identify symptoms that might be caused by the virus and allow you to make decisions about when to seek appropriate medical care.
- It will help identify potential cases of COVID-19 before it can spread. Local and state public health will use the collective data to help identify the potential for new outbreaks of the disease.
- The system will link symptomatic individuals to resources and providing data to plan and evaluate the impact of target, testing and protection efforts as necessary to begin to safely reengage the economy.

Each employee will need to create an account in [misymptomapp.state.mi.us](https://misymptomapp.state.mi.us). You will include the workplace, Spaulding for Children and the code is **3735-9821**.

All employees must complete this screening prior to coming into the office. If you get a green screen you are able to enter the office. If you get an At-Risk screen see below. All employees must enter through the front doors and temperature screenings will be completed each time you come into the office. The screening must also be completed if the employee is working remotely and leaving home to go to a meeting, court, foster home, birth home, etc.

### **Steps to follow if you get an "At Risk" screen:**

- **You cannot come into the office or complete any work related activity outside of your home.**
- **Contact HR to inform of the status.**
- **Contact your Primary Care Physician, Urgent Care, Tele-Health**
  - **Is the symptom something that is out of the ordinary or is it related to your allergies, time of the year, etc.?**
  - **Follow the recommendations given by a Dr.**
  - **Contact HR regarding status**

Below is a link for Covid-19 testing if needed. You simply put in your zip code and several options will be available to you.

[https://www.michigan.gov/coronavirus/0,9753,7-406-99891\\_99912---,00.html](https://www.michigan.gov/coronavirus/0,9753,7-406-99891_99912---,00.html)

## **EMPLOYEE TEMPERATURE CHECK**

The Receptionist is the designated screener for all temperature checks (Secondary Screen). There is also a thermometer in Suite 120 Board Room to be used outside office hours. All employees will contact the receptionist prior to entry into Suite 100.

- A touchless infra-red forehead thermometer will be used.
- Masks must be worn by both parties.
- The interaction will be as brief as possible.
- Return to six-feet social distancing must occur immediately after.
- The temperature will be recorded on a daily log.

For Employees assigned to come into the office.

- All employees are encouraged to wash hands or sanitize prior to entering the office and prior to leaving.
- During business hours all employees must come through the front door in each suite. They will contact the receptionist and meet her outside the main door of Suite 100.
- The employee will be asked if the MI Symptoms screening had been completed. If yes, they will have their temperature checked. If not, they will be asked to complete the screening form before the temperature check is completed.
- The temperature will be taken and recorded, if the employee's temperature is 100.4 degrees or higher, the employee will be sent home and directed to contact HR for further instructions.
- The receptionist will maintain a list of the following:
  - Name of each employee screened, date, time and temperature.
- If the employee comes into the office outside of the business hours they must complete the MI Symptoms screening and will be responsible for taking his/her own temperature and completing the recording form.
- The return to work order currently indicates a supervisor of the Covid-19 plan must be present when staff are in the office. All employees are currently designated as supervisors of the plan.

**All workers must complete the online screening, once per day.**  
**Temperature checks must be completed every time an employee comes into the office.**


## **SCREENING - VISITOR AND OUT OF OFFICE VISIT**

Visitors will be screened prior to entering the building each day.

- The assigned worker will be required to complete the Screening Form with any visitor, i.e. birth family, foster family, non-agency worker, by 4:00 p.m. the day prior to the office visit or as soon as they arrive at the agency.
- Once the children and family members are approved the assigned worker email it to the receptionist. The receptionist will print the screening forms each morning. There will be a list of visits scheduled for the week. If a visitor arrives without the screening form completed the receptionist will complete the form. All completed forms will be maintained in a central location, with the receptionist for up to a year.
- Visitors, other than assigned clients will be discouraged from coming into the office unless necessary per our contract or any orders, i.e. licensing consultant.

Workers will screen all family members prior to an out of office visit.

- The screening form will be completed prior to any home or other out of office visit, without the temperature check.
- If yes, is answered to any of the questions the visit will not be conducted. Next step instructions will be provided to the family.
- The form will be returned to the receptionist who is maintaining all copies.
- **The visitor screening form is located in the P drive/coronavirus/2. Screening Form**

 SCREENING FORM

Name(s) of visitor(s): \_\_\_\_\_  
 \_\_\_\_\_

Date and time of visit: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Assigned Worker: \_\_\_\_\_

Check all that apply.

1. Do you or any family members noted above have any of the following symptoms?

Yes No

a. Fever of 100.4 degrees or higher (as measured by a touchless thermometer if available, but a verbal confirmation of lack of fever is sufficient if a touchless thermometer is not available.)

b. Cough (excluding chronic cough due to a known medical reason other than COVID-19)

c. Shortness of breath

d. At least two of the following symptoms: chills, repeated shaking with chills, muscle pain, headache, sore throat, new loss of taste or smell; diarrhea (excluding diarrhea due to known medical reason), extreme fatigue

2. Have you:

Yes No

a. Had any close contact in the last 14 days with someone with a diagnosis of COVID-19?

Form completed by: \_\_\_\_\_  
(approved staff) (Please print)

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*This section to be completed only when entering office.*

Temperature: \_\_\_\_\_ Initials: \_\_\_\_\_  
(assessed before entering office by approved staff)

Any changes to your status since your initial screening? Yes No

*\*If at any time you develop symptoms (as specified above) or test positive for COVID-19, please notify worker so additional monitoring can be provided to those you may have exposed prior to diagnosis.\**

**ALL COMPLETED FORMS MUST BE GIVEN TO THE RECEPTIONIST FOR FILING.**

## VISITOR TEMPERATURE CHECK

The Receptionist is the designated screener for all temperature checks (Secondary Screen). Each visitor will contact the receptionist prior to entry into the office.

- A touchless infra-red forehead thermometer will be used.
- Masks must be worn by both parties.
- The interaction will be as brief as possible.
- Return to six-foot social distancing must occur immediately after.
- The temperature will be recorded on the Office Screening form.

For each visitor scheduled to be in the office:

- A Screening Form must be completed by the assigned worker 4:00 p.m. the day prior to coming into the office and emailed to the receptionist.
- Prior to entering the office, the receptionist will complete the form if one was not provided or will review the screening questions, if the visitor has answered yes to any question they will be denied entrance to the office and they will be advised of the next steps.

- Once the visitor is screened the receptionist will maintain the completed form for up to one year.
- All visitors are advised to wash hands/sanitize prior to entering the office and again upon leaving the office.
- During business hours visitors will ring the door bell and meet the receptionist outside the main door of Suite 100.
- Their temperature will be taken and recorded.
- Upon arrival the assigned worker will be contacted. Upon completion of the screening they will be directed to the visit room.
- If the visitor's temperature is 100.4 degrees or higher visitors will be denied entrance, the assigned worker will be contacted and they will be sent home.

## DELIVERIES

The delivery of packages and mail will be made in Suite 120. The packages and/or mail will be left on the cart in the initial entry way. If a signature is needed they will contact the staff member noted on the form. Directions are kept by the cart for any delivery personnel.

## QUARANTINE VS. ISOLATION

Isolation and quarantine help protect the public by preventing exposure to people who have or may have a contagious disease.

- **Isolation** separates sick people with a contagious disease from people who are not sick.
- **Quarantine** separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick.
- **Below is a clear representations of the differences and in particular as it relates to our clients.**

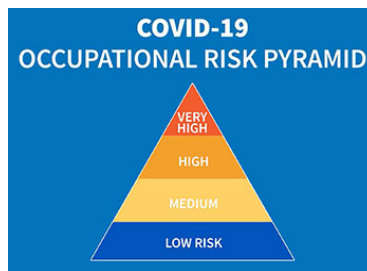
Health Status	Quarantine	Isolation	Follow-Up
Positive Covid-19 Test with symptoms		Isolation may be discontinued for mild or moderate illness after: <ul style="list-style-type: none"> <li>• 10 days since symptoms first appeared <b>AND</b>:</li> <li>• At least 24 hours have passed since last fever without the use of fever-reducing medications <b>AND</b>:</li> <li>• Other symptoms have improved.</li> </ul> Isolation may be discontinued for severe or critical illness of those who are immunocompromised after: <ul style="list-style-type: none"> <li>• 20 days since symptoms first appeared <b>AND</b>:</li> <li>• At least 24 hours have passed since last fever without the use of fever-reducing medications <b>AND</b>:</li> <li>• Other symptoms have improved.</li> </ul>	For clients, stay in consistent contact with the child's parent and health care provider.  Provide date of return to worker and supervisor.
Positive Covid-19 Test no symptoms		Isolation may be discontinued once: <ul style="list-style-type: none"> <li>• 10 days have passed since the date the test was performed <b>AND</b>:</li> <li>• Child continues to have no symptoms.</li> </ul>	If symptoms develop during the 10 days, follow the guidance above for positive test with symptoms with the 10 or 20 day timeframes beginning the date of symptom onset.
Negative Covid-19 Test- has symptoms		Isolation may be discontinued once: <ul style="list-style-type: none"> <li>• 3 days have passed since last fever without the use of fever-reducing medications <b>AND</b>,</li> <li>• Other symptoms have improved</li> </ul>	For clients, stay in consistent contact with the child's parents and health care provider. The health care provider may recommend a follow-up test.
No symptoms; but known exposure to COVID-19	Quarantine can be discontinued once; <ul style="list-style-type: none"> <li>• 14 days have passed since known exposure <b>AND</b>,</li> <li>• No symptoms have developed or</li> <li>• Test negative with no symptoms, one week</li> </ul>		If symptoms develop, test for COVID-19. Contact public health department if positive and adjust isolation timeline.

Local public health authorities determine and establish the quarantine options for their jurisdictions. CDC currently recommends a quarantine period of 14 days. However, based on local circumstances and resources, the following options to shorten quarantine are acceptable alternatives.

- Quarantine can end after Day 10 without testing and if no symptoms have been reported during daily monitoring.
- When diagnostic testing resources are sufficient and available then quarantine can end after Day 7 if tests negative, test must occur five days or later, and if no symptoms were reported during daily monitoring. In both cases, additional criteria (e.g., continued symptom monitoring and masking through Day 14) must be met and are outlined in the full text.
- After stopping quarantine, you should
  - Watch for symptoms until 14 days after exposure.
  - If you have symptoms, immediately self-isolate and contact your local public health authority or healthcare provider.
  - Wear a mask, stay at least 6 feet from others, wash your hands and avoid crowds.

**RISK**

Per OSHA guidelines the work place and worker safety risk levels are based on job duties. The diagram below best shows the current risk levels.



**Exposure Determination- Exposure Risk Categories** Spaulding for Children has evaluated routine and reasonably anticipated tasks and procedures for all employees to determine whether there is actual or reasonably anticipated employee exposure to SARS-CoV-2 (Covid-19.)

- Lower Exposure Risk
  - Tasks do not require contact with people known or suspected of being infected with SARS-CoV-2
  - Tasks do not have frequent close contact with the public
  - Workers have minimal occupational contact with coworkers & the public
- Medium Exposure Risk
  - Tasks require frequent OR close contact with people who may be infected with SARS-CoV-2, but who are NOT a known/suspected COVID-19 patient.
  - In areas with ongoing community transmission, workers that have contact with the public (schools, high-population-density work environments, high-volume retail settings)
  - In areas without ongoing community transmission, workers that have frequent contact with travelers from areas with ongoing community transmission
- High and Very High risk is normally seen in the health care field.

<b>Job</b>	<b>Exposure Risk Determination (Lower or Medium)</b>	<b>Qualifying Factors (Ex. No Public Contact, Public Contact)</b>
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<p><b><u>CFS</u></b>          IPP Specialist, Family Support Specialist, Foster Care Aid, WWK Recruitment Specialist, Intake/Generalist Worker, Licensing Worker, IPP Supervisor, Resource Family Development Supervisor, IPP Director, Team Lead, Vice President Child and Family Services, Student</p>	Lower	Tasks do not require contact with people known or suspected of being infected with COVID 19; Workers have minimal occupational contact with coworkers and the public
<p><b><u>Administration</u></b>          President, Vice President Business/Finance, Accounting Clerk, HR Director, Accounts Receivable Manager, Office Manager, Network Administrator, Executive Assistant, Receptionist</p>	Lower	Tasks do not require contact with people known or suspected of being infected with COVID 19; Workers have minimal occupational contact with coworkers and the public
<p><b><u>Academy/Institute</u></b>          Vice President, Project Manager, Project Assistant, Project Director, Project Specialist, IT Project Coordinator</p>	Lower	Tasks do not require contact with people known or suspected of being infected with COVID 19; Workers have minimal occupational contact with coworkers and the public

Job - CFS	Qualifying Factors for In Person/In office work
IPP Specialist	<ul style="list-style-type: none"> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Job Shadowing and/or orientation to agency</li> <li>• Mentoring staff in training and/or interns</li> <li>• Utilizing agency equipment to</li> </ul>

	<ul style="list-style-type: none"> <li>complete required job tasks</li> <li>• Supervising parenting time</li> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
Family Support Specialist	<ul style="list-style-type: none"> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
Foster Care Aid	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Supervising parenting time</li> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Assisting with retrieving mail and/or packages</li> <li>• Answers agency phones and covering breaks/lunch for receptionist</li> </ul>
WWK Recruitment Specialist	<ul style="list-style-type: none"> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> </ul>



	<ul style="list-style-type: none"> <li>• Mentoring staff in training and/or interns</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Preparing for and conducting home visits</li> </ul>
Intake/Generalist Worker	<ul style="list-style-type: none"> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Mentoring staff in training and/or interns</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Supervising parenting time</li> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
Licensing Worker	<ul style="list-style-type: none"> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Job Shadowing and/or orientation to agency</li> <li>• Mentoring staff in training and/or interns</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
Team Lead	<ul style="list-style-type: none"> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Mentoring staff in training and/or</li> </ul>

	<ul style="list-style-type: none"> <li>interns</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Supervising parenting time</li> <li>• Transporting clients and using agency vehicle/car seats</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
IPP Supervisor/ Resource Family Development Supervisor/IPP Director/Vice President Child and Family Services	<ul style="list-style-type: none"> <li>• Mentoring staff in training and/or interns</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Providing oversight while staff are in office</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Completing in person tasks that staff may be unable to complete due to absence</li> <li>• Preparing for and conducting home visits</li> </ul>
Student	<ul style="list-style-type: none"> <li>• Per policy, not provided with VPN access</li> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Job Shadowing and/or orientation to agency</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Supervising parenting time</li> <li>• Obtaining critical supplies for families</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Preparing for and conducting home visits</li> </ul>
<b>Job - Administration</b>	<b>Qualifying Factors for In Person Work</b>
President	<ul style="list-style-type: none"> <li>• Day to day operations of the</li> </ul>

	<p>agency</p> <ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Providing oversight while staff are in office</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Completing in person tasks that staff may be unable to complete due to absence</li> </ul>
Vice President - Business/Finance	<ul style="list-style-type: none"> <li>• Day to day operations of the business office</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Providing oversight while staff are in office</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Completing in person tasks that staff may be unable to complete due to absence</li> </ul>
Accounting Clerk	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Printing vendor checks</li> <li>• Assisting with retrieving mail and/or packages</li> <li>• Filing and/or record keeping of hard copies of required documents</li> </ul>
HR Director	<ul style="list-style-type: none"> <li>• All business related to payroll and HR</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Access to confidential information,</li> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Providing oversight when staff are in the office</li> </ul>
Accounts Receivable Manager	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Filing and/or record keeping of hard copies of required documents</li> </ul>
Office Manager	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to</li> </ul>

	<ul style="list-style-type: none"> <li>complete required job tasks</li> <li>• Mail retrieval and follow up with all packages</li> <li>• Answers agency phones and covering breaks/lunch for receptionist</li> <li>• Filing and/or record keeping of hard copies of required documents</li> <li>• Providing oversight while staff are in the office</li> </ul>
Network Administrator	<ul style="list-style-type: none"> <li>• Maintenance and trouble-shooting of the computer network</li> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Provide assistance to staff as needed</li> </ul>
Executive Assistant	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Filing and/or record keeping of hard copies of required documents</li> </ul>
Receptionist	<ul style="list-style-type: none"> <li>• Answer agency phones and forwarding calls to staff</li> <li>• Screening of all staff and visitors</li> <li>• Working to provide necessary operations to keep the agency open and workers informed.</li> </ul>
<b>Job - Academy/Institute</b>	<b>Qualifying Factors for In Person Work</b>
Vice President - Institute	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Providing oversight while staff are in office</li> <li>• Processing required paperwork that requires original signatures</li> <li>• Completing in person tasks that staff may be unable to complete due to absence</li> </ul>
Project Manager	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Providing oversight while staff are in office</li> <li>• Processing required paperwork that requires original signatures</li> </ul>

	<ul style="list-style-type: none"> <li>• Completing in person tasks that staff may be unable to complete due to absence</li> </ul>
IT Project Coordinator	<ul style="list-style-type: none"> <li>• Provide oversight and troubleshooting of agency network infrastructure</li> <li>• Utilizing agency equipment to complete required job tasks</li> </ul>
Project Specialist	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Filing and/or record keeping of hard copies of required documents</li> </ul>
Project Assistant	<ul style="list-style-type: none"> <li>• Utilizing agency equipment to complete required job tasks</li> <li>• Answers agency phones and covering breaks/lunch for receptionist</li> <li>• Assisting with retrieving mail and/or packages</li> <li>• Filing and/or record keeping of hard copies of required documents</li> </ul>

## **ILLNESS AND EXPOSURE**

### **Feeling ill and you have developed one or more symptoms of COVID-19**

- Contact your primary care physician and consult regarding the need to test or not
- If directed, get tested and stay home until results are received
- If not directed to test, symptoms due to other illnesses, continue to work at home until you feel better.

### **Feeling ill and have confirmed positive COVID-19 test**

- Stay at home for at least 72 hours with no fever (three full days of no fever without use of fever-reducing medication) AND
- other symptoms have improved such as cough or shortness of breath AND
- at least 10 days have passed since your symptoms first appeared

### **If you may have had direct contact with someone who has COVID-19 symptoms or has been diagnosed with or is probable for COVID-19 infection, which is defined as being within approximately 6 feet (2 meters) of a person with COVID-19 for a prolonged period of time:**

- Contact your primary care physician and consult regarding the need to test or not
- Stay at home if you **have** symptoms of COVID-19, contact your primary care physician and follow the steps noted above for a confirmed case.

**If you have had direct contact with someone who has COVID-19 symptoms or has been diagnosed with or is probable for COVID-19 infection, you may continue to work, at home provided you remain asymptomatic and the following precautions are implemented:**

- Daily screening program before starting work to monitor for fever and assess symptoms
- Do not come into the office or go out on agency business for 10 days. If you test negative with no symptoms, quarantine for one week.

**If you have been around someone who was identified as a close contact to a person with COVID-19:**

- Contact your primary care physician.
- Closely monitor yourself for any symptoms of COVID-19.
- You do not need to self-quarantine unless you develop symptoms or if the person identified as a close contact develops COVID-19.

**If we find out several days later, after an employee worked that they were diagnosed with COVID-19 the following protocols will be put in place:**

- If it has been **less than 7 days** since the sick employee used the facility, clean and disinfect all areas used by the sick employee
- If it has been **7 days or more** since the sick employee used the facility, additional cleaning and disinfection is not necessary. Continue routinely cleaning and disinfecting all high-touch surfaces in the facility.
- Other employees may have been exposed to the virus if they were in “close contact” (within approximately 6 feet or 2 meters) of the sick employee for a prolonged period of time.
  - Those who have symptoms should stay home and follow the directions above for a confirmed case.
  - Those that remain asymptomatic will follow the directions above.

**DO NOT COME TO THE OFFICE IF YOU FEEL SICK.**

### **NOTIFICATION/REPORTING ILLNESS**

When an employee is identified with a confirmed case of COVID-19, within 24 hours, the following will occur:

- Notification to the local public health department, and
- Any co-workers or employees who may have come into contact with the person with a confirmed case of COVID-19 will be notified.

Please notify Jamie Bozarth, HR Director of your symptoms/exposure and for further direction and guidance.

### **RETURN TO WORK**

Any employee who has been off work for three or more consecutive days, for health concerns/illness, may not return to work until at least one of the following is met and a doctor's note for clearance is received:

- At least three days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications AND improvement of respiratory symptoms (e.g. cough, shortness of breath); AND at least 10 days have passed since symptoms first appeared
- If you did not feel feverish (e.g. body aches, chills, etc.) and/or did not have a documented fever (>100.4F), you may return to work if your symptoms have improved (for example, when your cough and shortness of breath have improved) AND at least 10 days have passed since your symptoms first appeared and two negative tests, 24 hours apart
- If you have an alternate diagnosis (e.g., tested positive for influenza), criteria for return to work will be based on the diagnosis. Contact HR for additional guidance

## **SOCIAL DISTANCING**

The Centers for Disease Control and Prevention (CDC) says maintaining proper social distancing means keeping at least six feet away from those around you, about 2 arm's length. When that is not physically possible, the CDC and the Department of Labor (DOL) have provided guidelines.

The Executive Team and Task Force continue to follow guidelines from the CDC, OSHA, and DOL to determine the safe number of employees to be in the assigned office space. This includes the following:

- Signs and markings displayed in the office area and around shared office equipment
- Considerations when setting a work schedule will include proximity of employees in each cubicle.
- At this time the lunch rooms will not be used for multiple seating until restaurants are allowed to open. If used staff must maintain social distance.
- Employees will be responsible for cleaning up after themselves after eating and be sure to put his/her plates/cups/silverware in the dishwasher. The dishwasher will be run each night.
- The restroom in Suite 100 will be for individual use only. A sign will be kept by the door to mark occupied or available.
- Best practices for conducting meetings and conferences when possible will include the following virtual options:
  - Teleconferencing
  - Skype/Zoom/Microsoft Teams
- In-person meetings
  - Must be in a room where social distancing can be practiced.
- Do not gather in groups
- Keeping space between you and others is one of the best tools we have to avoid being exposed to this virus and slowing its spread locally and across the country and world.

## **VULNERABLE EMPLOYEES**

Employees in this category are not precluded from working and may qualify as individuals with a disability under the ADA and Michigan Persons with Disabilities Act.

Employees who have concerns about their health during the COVID-19 pandemic are to contact their supervisors first. However, if they still have concerns or are uncomfortable doing so, they may directly contact Jamie Bozarth at 313-505-8081.

The CDC has released an updated the list of vulnerable population. This list is not all-inclusive and is a living document that may be updated at any time, subject to potentially rapid change as the science evolves.

People of any age with the following conditions **are at increased risk** of severe illness from COVID-19:

- [Cancer](#)
- [Chronic kidney disease](#)
- [COPD \(chronic obstructive pulmonary disease\)](#)
- [Immunocompromised state \(weakened immune system\) from solid organ transplant](#)
- [Obesity \(body mass index \[BMI\] of 30 or higher\)](#)
- [Serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies](#)
- [Sickle cell disease](#)
- [Type 2 diabetes mellitus](#)

COVID-19 is a new disease. Currently there are limited data and information about the impact of underlying medical conditions and whether they increase the risk for severe illness from COVID-19. Based on what we know at this time, people with the following conditions **might be at an increased risk** for severe illness from COVID-19:

- [Asthma \(moderate-to-severe\)](#)
- [Cerebrovascular disease \(affects blood vessels and blood supply to the brain\)](#)
- [Cystic fibrosis](#)
- [Hypertension or high blood pressure](#)
- [Immunocompromised state \(weakened immune system\) from blood or bone marrow transplant, immune deficiencies, HIV, use of corticosteroids, or use of other immune weakening medicines](#)
- [Neurologic conditions, such as dementia](#)
- [Liver disease](#)
- [Pregnancy](#)
- [Pulmonary fibrosis \(having damaged or scarred lung tissues\)](#)
- [Smoking](#)
- [Thalassemia \(a type of blood disorder\)](#)
- [Type 1 diabetes mellitus](#)
- [Children](#) who have medical complexity, who have neurologic, genetic, metabolic conditions, or who have congenital heart disease might be at increased risk for severe illness from COVID-19 compared to other children.
- If you have an employee who has self-identified as being vulnerable:
  - Allow them to work from home if their job permits
  - Seat them in a location with minimal contact
  - Provide extra PPE were applicable



- Any requests for reasonable accommodation during COVID-19 should be forwarded to Human Resources.

## **EMPLOYEE HEALTH AND HYGIENE**

- Employees should avoid touching their eyes, nose and mouth – do NOT shake hands.
- Employees are advised to practice proper sneezing/coughing etiquette.
- Employees are encouraged to wash hands frequently.
- Employees are encouraged to report any safety and health concerns to the employer.
- Employees will be trained on proper hygiene practices.
- Signage will be displayed throughout the office with reminders.
- Coping with stress
  - Coping with the challenges of the COVID-19 outbreak may be difficult. We encourage you to remain informed but take breaks from watching, reading, or listening to news stories, including social media.
  - Know that there are resources to help manage the stress. Please be mindful of your own mental health. Encourage mindfulness, meditation and other healthy activities for your team. If you need help there are resources available.
  - If an employee is experiencing severe mental health issues or expresses suicidal thoughts, resources are available

## **TRAVEL**

All business related travel is restricted for employees to essential travel only. This includes any visits to the agency for out of state remote staff workers, they will not travel to the Agency.

The agency will adhere to any further travel directives as outlined by the state or federal government.

## **ADHERENCE TO THE PLAN**

- It is each employee's responsibility to review and adhere to all items set forth in this plan. They should bring any questions to his/her supervisor, Vice President or HR Director.
- All agency staff are designated to implement, monitor and report on the COVID-19 plan.
- Adherence will be monitored and issues addressed by each supervisor and HR Director if necessary. A supervisor or designated employee to perform certain supervisory functions will remain on-site at all times when employees are present.
- Follow Executive Order 2020-36, and any executive orders that follow Spaulding for Children will not discharge, discipline or otherwise retaliate against any employees who stay home or who leave work when they are at particular risk of infecting others with COVID-19.

## **PHASES OF RETURN**

**PHASE ONE:** ended June 2020

- All workers will continue to working remotely.
- Assigned office staff will be in the office from 9:00 a.m. – 2:00 p.m. each day to assure the proper functioning of the office.
- Essential Staff will be allowed into the office after completing the screening process with HR.

**PHASE TWO** – Once the Stay Home/Staff Safe Order is amended/changed and our region, Region One is allowed to open. Ended June 2020.

- All workers will be encouraged to continue to work remotely
- Assigned Emergency Field Team Members will conduct all in agency visits, field work and court as required.
- Workers will begin to discuss current schedules with his/her supervisor and will include at least one day in the office.
  - This will allow workers the opportunity to complete work that can only be completed in the office.
  - Schedules will be staggered and employees may come in morning or evening hours and weekends.
  - Workers will not be required to remain in the office – just use the time needed to complete duties specific to his/her job.
  - Supervisors may require that staff are in the office more depending on the need to complete essential job duties.
  - If workers chose to be in the office more than one day they may do so as long as it is discussed with his/her supervisor and we remain under the allowed staff in the office.
  - A schedule will be developed and maintained for both suites. They will be available for all staff to review.
  - At this time there will be no more than 10 staff in a suite at any given time.

**PHASE THREE - Current**

- **Effective May 1, 2020 all telecommuting staff will schedule at least one day in the office per week. This will allow staff to complete all work that requires them to be present in the office. This includes filing, scanning, printing, etc.**
- **All workers will be encouraged to telecommute all other days**
  - **Staff should complete an updated flexible work and telecommuting schedule and submit to HR by May 30, 2021.**
  - **Supervisors should review and follow the approval process of the request.**
- Assigned workers will conduct all in agency visits, court hearings and visits outside of the agency as directed.
- Reminder that the agency will supply the required PPE's and will continue to encourage social distancing, proper hand washing and hand sanitizing.
- **Supervisors may require that staff are in the office more depending on the need to complete essential job duties and to respond to any case related emergencies.**

The use of the shared calendar for purposes of tracking office occupancy is discontinued at this time. What does this mean? Please review the following:

- There is no limit to the number of staff in the office.
- Staff will need to indicate on his/her Outlook Calendar when they are in the office.
- Online screening and temperature checks will continue, for both staff and visitors.
- Masks must be worn within shared spaces of the office.
- Masks can be removed while in your office or cubicle.
- If there are several people in the office and you feel uncomfortable with the social distancing you have several options:
  - Wear your mask while in your cubicle.
  - Move to an open space in the office - kitchen, conference rooms, visit rooms, etc.
  - Contact Jamie with your concerns.

#### PHASE FOUR – “Return to normal”

Time frame and status will be reviewed and adjustments made based on the orders of the state.

#### CHILD & FAMILY SERVICES: Preparing for any type of In-Person Contact

Need	Action	Outcome, Responsible Party and Target Date
Safety measures within the office	<ul style="list-style-type: none"> <li>• Develop agency wide return to work expectations and provide to all staff and clients.</li> <li>• Provide all staff and clients with masks for use within the agency.</li> <li>• Provide sanitizer, cleaning supplies and appropriate PPE within the agency, such as gloves and face shields. PPE available at the agency: face shields, KN95 respirator (1),</li> </ul>	<ul style="list-style-type: none"> <li>• Completed plan will be presented on 5/29 to all staff and letters mailed to families by 6/12. Updates and reminders will be shared with staff and families will be ongoing.</li> <li>• Staff and clients have received masks; extra masks are available at the office. Staff who are working with clients are also provided with a stock of extra masks for use during home visits.</li> <li>• HR to maintain inventory of PPE supplies</li> </ul>

	homemade masks, gloves, hand sanitizer, cleaner.	
Safety during transportation	<ul style="list-style-type: none"> <li>Staff should consider the following points when discussing transportation: who needs transportation, what type of transportation will families be using to get to visits, are there transportation barriers preventing families/children from attending parenting time or sibling visits, are there ways to limit the use of public transportation, if a worker comes to a location to supervise visits would that resolve transportation.</li> </ul>	<ul style="list-style-type: none"> <li>If staff will transport clients, supervisory approval will be required.</li> <li>Staff will utilize a vehicle that leaves ample room between the client and the staff.</li> <li>Proper PPE will be used when transporting, the PPE is determined when screening clients prior to transportation.</li> <li>Proper sanitizing of the vehicle will occur by the worker after the transport is completed.</li> </ul>
<b>Need</b>	<b>Action</b>	<b>Outcome, Responsible Party and Target Date</b>
Safety during visits	<ul style="list-style-type: none"> <li>Determine appropriate location of visit for each family; options could be but are not limited to, outside the agency in green space, inside the agency in the larger visit rooms (staff will remain outside of the visit room, or staff could supervise from an observation window with an audio monitor in the room and receiver in the observation room), outside the caregiver's home, or in a community park.</li> <li>Utilize screening questions when confirming the visit, this will occur no matter the location of the visit.</li> </ul>	<ul style="list-style-type: none"> <li>Supervisors and staff will complete spreadsheet regarding specifics to each visit; visits will have two priority levels.</li> <li>Assigned case manager will complete the screening by 4pm the day before the visit. In office screener will check for any changes in response prior to entering the office. All completed forms will be stored at the front desk.</li> <li>Front Desk staff and assigned worker are responsible for monitoring compliance of office visitors. Staff have been provided with a checklist of safety reminders and</li> </ul>

	<ul style="list-style-type: none"> <li>• If visits occur at the office, clients will call upon arrival and will be instructed to come in and immediately wash their hands, a temperature check will take place prior to entry into office and clients will proceed directly to visitation room. No clients will remain in the waiting room for extended periods of time.</li> <li>• Masks will be worn by all parties, except children under the age of two or those that are unable to tolerate a mask and have proper documentation.</li> <li>• Toys/games will be provided from the sanitized items at the agency and the visit room and toys will be sanitized after each visit.</li> <li>• Checklist of reminders will be laminated and provided to each staff and front desk staff to follow outlined in office safety procedures.</li> </ul>	<p>they posted within the office.</p> <ul style="list-style-type: none"> <li>• If clients are unable or unwilling to wear a mask staff should plan with supervisors on ways to make the visit safe. Any exceptions to in person contact will be reviewed by the supervisor. Exceptions will be reviewed during supervision.</li> <li>• Staff who are supervising the visit will monitor the family clean up after the visit to ensure proper sanitizing of room/toys.</li> <li>• VP of CFS will develop checklist by 11/17/20, office staff will laminate and provide to staff by 11/18/20.</li> </ul>
Need	Action	Outcome, Responsible Party and Target Date
Safety during home visits	<ul style="list-style-type: none"> <li>• Agency will monitor COVID 19 data as provided by the state to determine the risk level of in person visits.</li> </ul>	<ul style="list-style-type: none"> <li>• HR Director to monitor and report to executive team each Monday.</li> </ul>

	<ul style="list-style-type: none"> <li>• Determine, through return to work plan, if assigned worker or FTW will complete home visits.</li> <li>• Require screening of all household members prior to in person contacts, conduct majority of visit outside with social distancing and masks, complete view of child/youth bedroom while household members remain in another room. Visits will be limited to only household members; families will be asked that no additional visitors be present during the home visit.</li> <li>• Concerns of compromised/at risk clients will be directed to the supervisor for review.</li> </ul>	<ul style="list-style-type: none"> <li>• Agency staff can begin to return to the office as outlined in the agency return to work plan.</li> <li>• Staff will be able to begin conducting in person home visits for all departments. Any change to in person visits will be communicated to staff.</li> <li>• Supervisors will assess client concerns of in person home visits and, if needed, will develop individualized plans to accommodate compromised and/or high risk families. Any switch from in person to virtual contact will be documented on an incident report, will be reviewed during supervision and will have a limited 3-month approval. If needed, approval can be provided after the initial 3 months, but will need director approval as well.</li> </ul>
Need	Action	Outcome, Responsible Party and Target Date
Health Needs of Children	<ul style="list-style-type: none"> <li>• Develop a spreadsheet for all children that have an overdue medical, dental or immunization.</li> </ul>	<ul style="list-style-type: none"> <li>• Case Aid and Director to complete spreadsheet by June 5.</li> </ul>

	<ul style="list-style-type: none"> <li>• Contact caregivers to schedule appointments.</li> </ul>	<ul style="list-style-type: none"> <li>• Case manager to contact all families and ask that they contact medical/dental provider within 5 days to obtain an appointment. Staff to document date of medical/dental appointment and follow up for completion.</li> </ul>
Need	Action	Outcome, Responsible Party and Target Date
Safety during Placement/Replacement	<ul style="list-style-type: none"> <li>• Current health information is to be provided new caregivers, this should occur prior to placement.</li> <li>• Clients will be screened prior to any placement or replacement using standard questions provided by MDHHS.</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisors will review all placements and replacements to ensure all health and safety protocols are followed.</li> <li>• Supervisors will use screening tools and quarantine vs isolation explanation to determine any safety plans needed prior to placement or replacement.</li> </ul>
Need	Action	Outcome, Responsible Party and Target Date
Exception Process	<ul style="list-style-type: none"> <li>• Family visits and sibling visits are to occur in person, if no safety factors are present.</li> <li>• Home visits can begin, if no safety factors are present. All family visits are to be completed through in person, unless safety factors are present.</li> </ul>	<ul style="list-style-type: none"> <li>• Factors that may impact safety of all visits: outcome of screening tool for staff prior to beginning any in person work, outcome of screening tools of clients, staff and client conditions that make them high risk, if individuals are under quarantine or isolation, concerns from either the family or the staff.</li> <li>• If safety factors are present, supervisors would determine if the visit should be in person or virtual.</li> <li>• Documentation of virtual visits need to</li> </ul>

Need	Action	Outcome, Responsible Party and Target Date
Response to COVID Exposure and/or Symptoms with clients	<ul style="list-style-type: none"> <li>• Clients and/or staff that have COVID exposure, symptoms or undergo testing need a response from the agency to ensure health and safety of staff and clients</li> </ul>	<p>include reason why in person visit could not occur and steps or date of next in person visit.</p> <ul style="list-style-type: none"> <li>• COVID symptoms, testing, presumed positive and COVID exposure should be reported immediately, but no later than 24 hours after the incident.</li> <li>• Staff are to complete an incident report containing the following information (either in body of incident report or as follow up steps): client/staff reporting of COVID, including the health status of client and household members; documentation of contact with PCP, determination if quarantine or isolation is necessary; plan for substitute caregiver, if caregiver is sick and unable to care for children/youth in the home; plan and knowledge of when medical attention or emergency care is needed; and plan for ongoing contact to monitor status in the home.</li> </ul>

## BUSINESS OFFICE

Here is the process for the following business office functions:

- **Time logs** –
  - Please send to supervisor and cc Jamie and Tina.
- **Contracts** –



- Send only to Tina
- **Credit Card receipts –**
  - Send to Kim and cc Tina
  - Kim will print for accounting records only
  - If you need a copy that will be the program persons responsibility.
- **Invoices –**
  - Send to Kim and cc Tina
  - Kim will print for accounting records only
  - If you need a copy that will be the program persons responsibility.

## TRAINING

### COVID-19 Videos – CDC

<https://www.cdc.gov/coronavirus/2019-ncov/communication/videos.html?Sort=Date%3A%3Adesc>

- There are a variety of short videos to review that may answer some of the questions you may have. Below are some examples of the videos:

#### How COVID-19 Can Spread in a Community

- [https://www.cdc.gov/video/socialmedia/316524\\_MMWRArticleAnimated-Low-res.wmv](https://www.cdc.gov/video/socialmedia/316524_MMWRArticleAnimated-Low-res.wmv)

#### Do Your Part to Slow the Spread

- [https://www.cdc.gov/video/socialmedia/316390\\_COVID19DoYourPartToSlowTheSpread-low-res.wmv](https://www.cdc.gov/video/socialmedia/316390_COVID19DoYourPartToSlowTheSpread-low-res.wmv)

#### COVID-19 – Parents Support Children

- [https://www.cdc.gov/video/socialmedia/316389\\_COVID19ParentsSupportingChildren-low-res.wmv](https://www.cdc.gov/video/socialmedia/316389_COVID19ParentsSupportingChildren-low-res.wmv)

### You Tube Videos used for Field Staff

- Includes use of N-95 and surgical masks, disposal of masks, use of gloves and disposal of gloves and use of hand sanitizer
- <O:\Video\Identified Field Staff Videos.mp4>

### What you need to Know about Hand Washing

- [https://www.cdc.gov/video/cdctv/handwashing/306898\\_WYKTK\\_Handwashing.mp4](https://www.cdc.gov/video/cdctv/handwashing/306898_WYKTK_Handwashing.mp4)

### Trainings

- Agency staff will complete FTW PowerPoint trainings prior to returning to any in person work.
- Bi-weekly agency meetings will be conducted with a review of the agency plan.

- Caregivers, children/youth and parents will be provided with health and safety trainings either prior to the visit or prior to the visit in the office. (Topics included: social distancing, proper use of masks, and proper hand washing/sanitizing.)

## RESOURCES

- [MI Safe Start: A Plan to Re-Engage Michigan's Economy](#)
- [OSHA – Information for Workers and Employers](#)
- [CDC: Businesses & Workplaces: Plan, Prepare and Respond](#)
- <https://www.michigan.gov/leo> - MIOSHA
- [CDC Guidance](#)
- [FEMA Guidance](#)
- [COVID 19- Safety Playbook](#) - Click [HERE](#)
- [High Touch Cleaning Checklist](#)
- [Parenting Time Room Cleaning and Sterilizing Toys Protocol](#)

## VACCINATION

Dr. Khaldun, Chief Medical Executive and Chief Deputy Director for Health and Human Services, encourages Michiganders wanting to know more about the COVID-19 vaccine to visit [Michigan.gov/COVIDVaccine](https://www.michigan.gov/COVIDVaccine). As new information is learned, it will be posted to this website.

Information around this outbreak is changing rapidly. The latest information is available at [Michigan.gov/Coronavirus](https://www.michigan.gov/Coronavirus) and [CDC.gov/Coronavirus](https://www.cdc.gov/Coronavirus).

As a frontline child welfare professional, you may now use this link to connect with your local health department to schedule your COVID 19 vaccination: [https://www.michigan.gov/coronavirus/0,9753,7-406-98178\\_103214\\_104822---,00.html#comp\\_121341](https://www.michigan.gov/coronavirus/0,9753,7-406-98178_103214_104822---,00.html#comp_121341). Please complete the information requested and inform them of your status as a child welfare field staff. The attached verification form should be used if necessary.

Per the prioritization guidance at the following link:

[https://www.michigan.gov/documents/coronavirus/MI\\_COVID-19\\_Vaccination\\_Prioritization\\_Guidance\\_710349\\_7](https://www.michigan.gov/documents/coronavirus/MI_COVID-19_Vaccination_Prioritization_Guidance_710349_7), child welfare field staff qualify for Phase 1B and are eligible to receive the vaccine as supplies are available. Vaccine supplies, processes for obtaining the vaccine, locations, and timeframes for scheduling appointments are divergent across the state. Your local health department will provide you with further direction about scheduling and receiving your vaccine.

While vaccination is not required, MDHHS and Spaulding for Children encourages all staff to consider receiving the vaccine to promote the continued health and safety of staff, their families, and the children and families being served.

## REPORTING

Please contact Jamie Bozarth immediately to report any unsafe working conditions. Issues will be dealt with immediately and the employee once they are rectified.

Employers and employees with questions regarding workplace safety and health may contact MIOSHA using the following hotline - 855-SAFEC19 (855-723-3219).

I have received and reviewed a copy of the **COVID-19 PREPAREDNESS AND RESPONSE PLAN REOPENING PLANS AND GUIDELINES** prepared and presented by Spaulding for Children.

I have also reviewed and understand the use of the MI Symptoms website, the use of data, information shared with the agency and the documentation that will be maintained by the agency, including temperature checks.

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

*(Please sign and return this form to Jamie Bozarth, HR Director.)*