

Advance Opportunities COVID-19 Pandemic Response

Action and Prevention Plan

Revised February 2022

Purpose

This Action and Prevention Plan details procedures to prevent and minimize hazards to human health as it relates to the COVID-19 Pandemic. This document is prepared to describe implementation of precautionary and response measures to execute work safely and effectively by Advance Opportunities (Advance) employees and clients.

This Plan will be a living document, to be updated as often as new information regarding the Pandemic is released. This Plan attempts to capture specific actions, prevention plans, and procedures to address emergencies resulting from COVID-19. The provisions of the Plan will be implemented on-site and emergency action will be taken during any event that may threaten human health at the Advance site or any of the community sites where Advance employees or clients are employed.

This Action and Prevention Plan supplements the existing Advance Safety Policy.

In recognition of the latest Covid-19 update from the CDC, December 27, 2021, this plan is being modified as follows effective Tuesday, January 4, 2022.

The Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) recommend that people, both fully vaccinated and unvaccinated, continue to wear a well-fitted mask in some settings or situations. Other federal, state, or local laws may require masks, and businesses may set their own requirements. Effective February 23, 2022, the wearing of masks will be optional for all attending Advance unless you fall into one of the categories below where masks are required.

It is important to wear a mask in some settings to help limit the spread of COVID-19. Viruses constantly change and new variants of a virus are expected to occur over time.

Given what we currently know about COVID-19 and the Omicron variant, CDC is shortening the recommended time for isolation for the public. People with COVID-19 should isolate for 5 days and if they are asymptomatic or their symptoms are resolving (without fever for 24 hours), follow that by **5 days of wearing a mask** when around others to minimize the risk of infecting people they encounter. The change is motivated by science demonstrating that the majority of SARS-CoV-2 transmission occurs early in the course of illness, generally in the 1-2 days prior to onset of symptoms and the 2-3 days after.

Additionally, CDC is updating the recommended quarantine period for anyone in the general public who is exposed to COVID-19. For people who are unvaccinated or are more than six months out from their second mRNA dose (or more than 2 months after the J&J vaccine) and

not yet boosted, CDC now recommends quarantine for 5 days followed by **strict mask use for an additional 5 days**. Alternatively, if a 5-day quarantine is not feasible, it is imperative that an exposed person **wear a well-fitting mask at all times** when around others **for 10 days** after exposure. Individuals who have received their booster shot do not need to quarantine following an exposure but **should wear a mask for 10 days** after the exposure. For all those exposed, best practice would also include a test for SARS-CoV-2 at day 5 after exposure. If symptoms occur, individuals should immediately quarantine until a negative test confirms symptoms are not attributable to COVID-19.

Isolation relates to behavior after a confirmed infection. Isolation for 5 days followed by wearing a well-fitting mask will minimize the risk of spreading the virus to others. Quarantine refers to the time following exposure to the virus or close contact with someone known to have COVID-19. Both updates come as the Omicron variant continues to spread throughout the U.S. and reflects the current science on when and for how long a person is maximally infectious. These recommendations do not supersede state, local, tribal, or territorial laws, rules, and regulations, nor do they apply to healthcare workers for whom CDC has updated guidance.

People who are at increased risk for severe disease include older adults and those who are immunocompromised, have certain medical conditions such as diabetes, overweight or obesity, and heart conditions should talk to their health care providers for other specific recommendations.

Isolation, Quarantine, and Exclusion from Advance

If a person receiving services or a staff person tests positive for COVID-19 or has symptoms of COVID-19, the license holder must follow the MDH and CDC guidelines specific to the situation and program capabilities. The following guidance from CDC will be used to determine if an individual needs to remain away from the Advance building, vehicles, and/or community job sites:

If you test Positive for Covid-19 (Isolate)	
Everyone, regardless of vaccination status	<ul style="list-style-type: none"> - Stay home for 5 days - If you have no symptoms or your symptoms are resolving after 5 days, you can leave your house. - Continue to wear a mask around others for 5 additional days.

	<i>If you have a fever, continue to stay home until you are fever free for 24 hours with no fever reducing medication.</i>
If you were exposed to someone with Covid-19 (Quarantine)	
If you: Have received a booster vaccination OR Completed the primary series of Pfizer or Moderna vaccine within the last 6 months OR Completed the primary series of J&J vaccine within the last 2 months	<ul style="list-style-type: none"> - Wear a mask around others for 10 days - Test of day 5, if possible <p><i>If you develop symptoms get a test and stay home.</i></p>
If you: Completed the primary series of Pfizer or Moderna vaccine over 6 months ago and have not received a booster vaccination OR Completed the primary series of J&J over 2 months ago and have not received a booster vaccine OR Are unvaccinated	<ul style="list-style-type: none"> - Stay home for 5 days. After that continue to wear a mask around others for 5 additional days. - If you can't quarantine you must wear a mask for 10 days. - Test on day 5 if possible. <p><i>If you develop symptoms get a test and stay home.</i></p>

- 1) If an individual has a weakened immune system due to a medical condition or medication, that individual may need to remain away from others longer than otherwise recommended. These individuals should consult their doctor for guidance.

Visitors

All visitors and volunteers must report to the front office. Items that need to be dropped off for a client can be left at the front office. When arriving to pick up a client or another individual, please report to the front office to be checked in.

Definition: At Risk Persons

Consistent with guidance issued by the Centers for Disease Control and Prevention (“CDC”), “at-risk persons” include people who are:

1. 65 years and older.
2. Living in a nursing home or a long-term care facility, as defined by the Commissioner of Health.

3. Any age with underlying medical conditions, particularly if not well controlled, including:
 - People with chronic lung disease or moderate to severe asthma.
 - People who have serious heart conditions.
 - People who are immunocompromised (caused by cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, or prolonged use of corticosteroids and other immune weakening medications).
 - People with severe obesity (body mass index (BMI) of 40 or higher).
 - People with diabetes.
 - People with chronic kidney disease undergoing dialysis.
 - People with liver disease

Individuals' Rights

The Minnesota DHS Commissioner is temporarily modifying Minnesota Statutes, section 245D.04, subdivision 2 pertaining to a person's service-related rights by adding a new clause: A person's service-related rights include the right to:

(10) make an informed choice about whether to receive day services in the licensed facility/community or to "stay-at-home" and receive no day services or receive services remotely during the peacetime emergency to minimize their exposure to COVID-19. This right exists even if the person does not meet the definition of an "at-risk person" under Emergency Executive Order 20-55, paragraph 2.

Masks, Precautions and Vaccinations

All individuals, vaccinated and unvaccinated, will be required to wear a mask according to the guidelines set forth by CDC (above) when in the Advance building, while in an Advance vehicle, and when working outdoors in highly populated areas. Advance will continue to request that all individuals who enter Advance and plan to be in the building for longer than 10 minutes perform a temperature check and answer three screening questions.

This Response Action and Prevention Plan meets the requirement that license holders of day services for adults with disabilities must establish and implement a COVID-19 Preparedness Plan as set forth in Minnesota's Stay Safe Plan in Executive Order 21-21.

Remote Services for Individuals

MN DHS Bulletin #20-48-01 allows for Temporary Remote services. These services must adhere to the Bulletin guidance.

Symptoms of COVID-19

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear **2-14 days after exposure to the virus.**

People with these symptoms may have COVID-19 (this list does not include all possible symptoms):

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Reporting Procedures & Confirmed Cases

All positively confirmed or suspected cases of COVID-19 should be reported to the following as soon as possible to the Interim Executive Director, Office Manager, Designated Coordinator, Employment Coordinator, or Supervisor.

Voluntary Temporary Facility Closure. Advance leadership will implement a temporary facility closure if circumstances related to COVID-19 prevent the safe delivery of services. These circumstances may include, but are not limited to, the following:

- COVID-19 exposure or infection in multiple cohorts
- Inability to maintain minimum staffing ratios
- Non-participation by service recipients due to COVID-19 exposure or infection

Staff Training

All Advance staff and employees will be trained on the COVID-19 Pandemic Response Action and Prevention Plan during orientation and as needed thereafter.

Best Practices Being Continuously Implemented at Advance's Site

- **Encourage sick employees and clients to stay home:** Anyone with COVID-19 symptoms should notify their supervisor and stay home. Individuals who feel ill or have symptoms of being ill should remain home. Individuals who become ill during the day while at Advance will be asked to return home and arrangements for transportation will be made.
- Face masks will be worn by all individuals according to the CDC guidelines above in the Advance building, vehicles and while working indoors with Advance clients and/or staff.
- All seating in the Advance building is spaced to maximize the space between persons receiving services.

- Advance will follow current MnDOT guidelines on the number of individuals each vehicle can safely accommodate.
- Building space and vehicles will be sanitized after use following current CDC guidelines.
- Use Personal Protective Equipment (PPE) as recommended by CDC.