



COVID-19 Safety Plan

In response to the novel coronavirus disease (COVID-19) pandemic, Star Legacy Foundation has developed a COVID-19 Safety Plan. This Safety Plan relies on a common understanding of a “multiple barrier approach” to reduce exposure and transmission of the COVID-19 virus. Simply put, people will be safer and businesses will be stronger when multiple barriers separate them from the virus.

Barriers include:

- Personal health & hygiene – be aware & stay home if you are sick and avoid touching your face
- Hand washing - effective and frequent
- Masking – face masks as recommended by CDC, required by Washington State and Benton-Franklin Health District
- Social distancing – aware of yourself and others, maintain 6 feet of separation
- Cleaning of workspace – effective and frequent
- Work planning – to maximize social distancing
- Workplace health screening – a collective commitment to others in the workplace
- Personal Protective Equipment (PPE) – as appropriate
- Workplace policies & procedures – to support and encourage implementation of
- multiple barriers

All staff and volunteers will be provided information on the “multiple barrier approach” and content of the plan along with the guidelines issued by the State of Minnesota (Office of the Governor) and local public health authorities (Minnesota Department of Health). We will be actively updating and managing the plan and our response as we receive new information or updated guidelines.

Our Executive Director will be providing the training on the Plan and will be posting additional information at the work sites. The training will also include information from the Center for Disease Control and Prevention (CDC), Department of Labor (DOL), and Minnesota Department of Health. Training and educational documents will be provided in other languages as needed to ensure that our team will be trained in their native language. This Safety Plan follows the guidelines published by the Minnesota Department of Health

PURPOSE OF PLAN

The purpose of this Plan is to identify and communicate the Company’s COVID-19 Safety Plan for protecting the health of all workers, customers, and anyone who visits. This Plan is effective immediately in response to the current COVID-19 pandemic.

RESPONSIBILITY OF MANAGERS AND SUPERVISORS

Star Legacy Foundation will designate the Executive Director as the Safety Plan Lead. All management must be familiar with this plan and be ready to answer questions from staff, volunteers and visitors. Managers must set a good example by following this Plan. The COVID-19 Safety Plan Lead must practice active managerial control to ensure employee compliance with this Plan, which includes the following actions:

- Train all current employees on this plan immediately and train new employees before they begin their employment
- Visually monitor employee safety behavior at regular intervals throughout the day



- Immediately correct employee behavior when they do not adhere to the safety steps laid out in the Plan. Re-train employees who require frequent correction
- Modify the plan or process as needed to increase compliance
- Provide written and graphic materials when available to increase visibility of policies to staff.

COMMUNICATION

The Executive Director will direct all communications regarding COVID-19 and the Company's responses, both within the Company and externally. Internal communications will be provided via email, in-person and virtual meetings, text/slack messages, posting in common work areas.

Educational resources about COVID-19 illness and preparedness measures to control exposure and spreading of the illness are available in Basecamp and posted in common work areas.

The Executive Director or designee will provide notification to staff, volunteers, visitors, suppliers, and others visiting the business of any operational changes and will provide frequent updates throughout the course of the COVID-19 pandemic. They will monitor for public health updates and issue advisories and alerts as conditions change. The Safety Plan Lead or designee will notify all affected parties when the outbreak impacts our ability to perform services, and will provide updates when Star Legacy Foundation operations resume.

RESPONSIBILITY OF STAFF

Please be responsible for your own health and ensure you participate in our "multiple barrier" prevention efforts while at work. To minimize the spread of COVID-19 at our worksites, everyone must play their part. We are instituting various housekeeping, physical distancing, and other best practices at our worksite to prevent the spread of COVID-19. All staff and volunteers must follow these practices. Specific question about this plan or COVID-19, should be directed to the Executive Director

You are expected to report to the Executive Director, if you are experiencing signs or symptoms of COVID-19, as described below.

The following symptoms are consistent with COVID-19 and may be cause for heightened safety measures. A display of these symptoms as identified below is called "COVID-like illness" (CLI) until an official COVID-19 test and diagnosis is made. One of the following symptoms:

- Cough
- Shortness of breath or difficulty breathing

Or at least two of the following symptoms:

- Fever (subjective or measured)
- Chills
- Repeated shaking with chills
- Muscle pain
- Sore throat
- Headache
- Loss of taste and/or smell

If you have any of these symptoms or a combination of these symptoms you must stay home. Do not come to work until you are free of symptoms for at least 72 hours, without the use of medicine, as recommended by the CDC.



Best practices for control and prevention, regardless of exposure risk are:

- Frequently wash your hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand sanitizer with at least 60% alcohol
- Avoid touching your eyes, nose, or mouth
- Cover your mouth and nose with a tissue when you cough or sneeze. If you don't have a tissue, cough or sneeze into your elbow, not your hands. Then wash hands or use sanitizer
- Avoid close contact (standing within 6 feet) with others at all times
- Use a face mask or covering when you must have close contact with others

Staff and volunteers are encouraged to engage the Star Legacy Foundation directly to resolve any workplace safety concerns.

WORKSITE PROTECTIVE MEASURES

GENERAL SAFETY POLICIES AND PROCEDURES

- Star Legacy Foundation will be guided and follow the current recommendations by the Minnesota Governor's Office and the Minnesota Department of Health.
- Signs will be posted at the entrance discouraging any person who is showing symptoms of COVID-like illness from entering the business. Staff, volunteers and visitors who are symptomatic can access our services in the following ways:
 - Physical Distancing Policy:
 - All workers and volunteers must maintain at least six feet of physical distance from each other, when feasible. Breaks and lunches will be staggered to prevent the groupings of staff and require a least six-feet between workers.
 - All meetings will be held virtually, unless physical distancing can be maintained in the meeting room. Virtual meetings will be held by phone or video conferencing.
- In an office setting:
 - Where workstations cannot be separated, barriers to create an effective 6 foot separation will be provided. Work schedules may be staggered so workers don't crowd when they arrive and leave work.
- As necessary, it may be required to restrict staff and volunteers to remote work only. In such cases, one staff member at a time will be allowed to enter the offices for the purpose of completing work that cannot be done remotely. In these cases, staff are asked to continue to observe safety precautions.
- The office landlord has advised that all HVAC will be cleaned and filters replaced on a quarterly basis or immediately upon notice that a staff or volunteer has been diagnosed with COVID-19 and has been on the premises.

Worker Hygiene Policy:

- Star Legacy Foundation provides hand washing stations and hand sanitizer in the staff break room and in restrooms. If you find maintenance or servicing is required, the Executive Director should be notified immediately.
- Employees must wash their hands with warm, soapy water for 20 seconds upon entering the worksite, before and after eating or smoking, after visiting a public area, after touching high-use equipment (such as copier), after blowing their nose, and prior to leaving the job-site. If soap is not available, use hand sanitizer with at least 60% alcohol.
- Cover your cough and sneeze with tissues, or cough and sneeze into your elbow or shirt sleeve.



Visitors to the Workplace

Entrances to Star Legacy Foundation will be controlled and monitored. Volunteers and visitors will be screened for COVID-19 symptoms and required to maintain physical distancing. Contractors or vendors must wash or sanitize their hands upon entering the work area

Personal Protective Equipment and Engineering Controls

- Star Legacy Foundation will provide and train staff and volunteers on the use of personal protective equipment (PPE) such as gloves and face coverings as appropriate, for the activity being performed.
- Star Legacy Foundation recommends workers wear a cloth face covering if they are required to work within six feet of another employee or customer.
- Star Legacy Foundation will provide physical barriers or marking to indicate physical distance of 6- feet in areas where lines or gathering may occur. Break and lunch rooms will be have marking to show the required spacing between workers.
- When feasible, the Company will provide physical barriers to separate employee work stations.

Staff Health Screenings

The Company will screen all workers, contractors, and subcontractors to the worksite. Workers will use a designated facility entrance. Screening will consist of the following:

YES or NO, since your last day of work, or since your last visit to this facility, have you had any of the following:

- A new fever (100.4°F or higher), or a sense of having a fever?
- A new cough you cannot attribute to another health condition?
- New shortness of breath you cannot attribute to another health condition?
- A new sore throat you cannot attribute to another health condition?
- New muscle aches (myalgia) you cannot attribute to another health condition, or may have been caused by a specific activity (such as physical exercise)?
- New loss of taste or smell?
- Have you been near anyone diagnosed with COVID-19?

In addition, all employees will be asked to measure their temperature prior to each office work day.

Immunizations

- All staff and volunteers are encouraged to be vaccinated according to the Minnesota Department of Health recommendations.

If a worker or visitor answers YES to any of the screening questions, or has a measured body temperature of 100.4°F or above, they must immediately notify the Executive Director who must:

- Review of the screening results for accuracy. If a fever was measured, re-take the employees body temperature to verify results.
- If results appear accurate, immediately exclude the staff member or volunteer from work (send them home) and provide them guidance on isolation while they are ill.
- Remind the individual to continue monitoring symptoms and encourage them to visit their health care provider when possible.
- Remind the staff member or volunteer to communicate with you during their isolation. Results of COVID- 19 tests should be communicated to the Executive Director for follow up.



CLEANING AND DISINFECTION

Star Legacy Foundation has instituted regular housekeeping, including cleaning and disinfection of frequently used equipment and high touch surfaces (door knobs, railings, etc.). Workers should regularly do the same in their personal work areas. Chemicals capable of disinfection must be used on surfaces to eliminate COVID-19. All disinfectants provided by the Company will be approved for use by the EPA and can be found at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>. A Safety Data Sheet will be maintained onsite in the staff/break area.

Shared areas such as breakrooms, restrooms and conference rooms will be cleaned at least daily after the area has been used. Cleaning supplies are available for workers throughout the worksite at the above listed locations.

- High-touch surfaces, such as handrails, doorknobs, keyboards, mice, telephones, elevator buttons, shared equipment and tools, pens, and clipboards should be cleaned using approved disinfectants.
- Each chemical has an associated “contact time” listed on the directions. Surfaces must remain wet for this amount of time to effectively disinfect. Staff designated to disinfect will be trained on, and adhere to, listed contact times.

EXPOSURE PLAN

Recognizing COVID-19 Symptoms

COVID-19 symptoms include a fever, persistent cough, and shortness of breath, but may also include headache, sore throat, chills, or loss in taste or smell. If you think you have these symptoms, contact the Executive Director and go home, self-isolate, and contact your health provider. If you think someone in your work place has these symptoms, contact the Executive Director on follow-up procedures.

NOTE: Work with the Executive Director and local public health officials to ensure the completion of necessary required follow-up procedures in the event of suspected COVID-19 individual.

Response Protocol for a confirmed COVID-19 Case

In the event a staff member, volunteer or visitor tests positive for COVID-19, Star Legacy Foundation will perform cleaning and disinfection of areas and buildings frequented by this individual in accordance with CDC guidelines. Star Legacy Foundation will contact others who may have come into contact with this individual and follow exposure follow up actions as stated above. Except for circumstances in which Star Legacy Foundation is legally required to report work place occurrences of communicable disease, the confidentiality of all medical conditions will be maintained in accordance with applicable law and to the extent practical under the circumstances. When it is required, the number of persons who will be informed that an unnamed staff member, volunteer or visitor tests positive will be kept to the minimum needed to comply with reporting requirements and to limit the potential for transmission to others. We reserve the right to inform other workers that an unnamed person has been diagnosed with COVID-19 if the other workers might have been exposed to the disease so the staff, volunteers and visitors may take measures to protect their own health. We also reserve the right to inform sub-contractors, vendors, suppliers, customers or visitors that an unnamed person has been diagnosed with COVID-19 if they might have been exposed to the disease so those individuals may take measures to protect their own health.



Appendix B: COVID Exposure Definitions and Procedures Workers who have been exposed to COVID-19

Steps for workers

Do:

- Take your temperature before work
- Wear cloth face covering at all times
- Practice social distancing at workplace as work duties permit

Don't:

- Stay at work if you become sick
- Share headsets or objects used near the face
- Congregate in the breakroom or other crowded spaces

Steps for Management

Do:

- Take workers temperature and assess symptoms before starting work
- If a worker gets sick during the day, send them home immediately
- Test the use of cloth face coverings to make sure they do not interfere with workflow Increase air exchange in the building
- Increase the frequency of cleaning of commonly touched surfaces



COVID-19 Exposure Definitions & Procedures

Potential Exposure:

- A potential exposure means being a household contact or having close contact within 6 feet of an individual with confirmed or suspected COVID-19. The timeframe for having contact with an individual include the period of time of 48 hour before the individual became symptomatic.

Confirmed COVID:

- A person who is confirmed by local authorities as having COVID-19.

Probable COVID:

- A person displaying mild respiratory flu-like symptoms that had a known contact with a confirmed COVID-19 case or has travelled to one of the high risk areas as defined by the CDC.

Unrelated illness:

- A person displaying illness unrelated to COVID-19

COVID Symptoms (may appear 2-14 days after exposure):

- Fever 100.4 or higher,
- cough,
- shortness of breath or trouble breathing,
- chills,
- repeated shaking with chills,
- muscle pain,
- headache sore throat,
- new loss of taste or smell.

Self-Quarantine:

- Quarantine is used to keep someone who might be have been exposed to COVID-19 away from others. Someone in self-quarantine stays separated from others.

Close Contact:

- Being within approximately 6 feet of a COVID-19 case for 10 minutes or more; close contact can occur while caring for, living with, visiting, or sharing a hospital room or other with a COVID-19 case – or– having direct contact with infectious secretions of a COVID-19 case (e.g. being coughed on).

Self-Monitor:

- Individuals monitor themselves for fever by taking their temperatures twice a day and remain alert for cough or difficulty breathing. If they feel feverish or develop measured fever (over 100.4 degrees), cough, or difficulty breathing during the self- monitoring period, they should not report to work and contact their supervisor.