



## COVID-19 SAFETY PLAN As of January 2022

**Participants and Employees are required to wear masks regardless of their vaccination status.**

### **The Nicholas Center Protocol**

TNC requires participants and staff to self-report, to the extent they are able, if they are experiencing COVID related symptoms during the work day.

Any participant or staff exhibiting signs or symptoms of COVID-19 upon arrival will not be allowed to enter the program building. They will be required to return home until they are symptom/fever free for 72 hours without the use of fever-reducing medications (e.g., Advil, Tylenol).

If symptoms begin while at the program, the participant or staff will be sent home as soon as possible. TNC will keep sick participants and staff separate from well participants and staff.

Participants or staff that are sent home will be instructed to contact their healthcare provider for assessment and testing. TNC will provide participants and staff with information on healthcare testing resources and sites. Staff sent home shall comply with appropriate return to work guidance and shall consult with their supervisor and human resources department prior to returning to work.

### **TNC Staff and Participants should take the following actions related to COVID-19 symptoms and contact:**

#### ***Knowingly Exposed***

If you were knowingly exposed and are fully vaccinated you do not need to quarantine as long as you remain asymptomatic. However, fully vaccinated people must get tested 5-7 days after their exposure, even if they don't have symptoms. We recommend they wear a mask indoors for 14 days following exposure.

**Participants:** If you were knowingly exposed and **not fully vaccinated you must quarantine for 10 days** (if you were within 6 ft or less for 15 minutes or more with someone that has tested positive for the virus).

**TNC STAFF:** If you were knowingly exposed and **not fully vaccinated you must quarantine for 5 days** (if you were within 6 ft or less for 15 minutes or more with someone that has tested positive for the virus). You may return to work after 5 Days under the following conditions:

1. You have not had a fever within 72 hours
2. You are asymptomatic; however, you may have nonproductive cough (cough is dry and does not produce sputum)
3. Must wear a high lever Mask which TNC will provide.

#### ***Unconfirmed COVID-19 with illness***

If you had a fever and cough, but did not get confirmation you were infected with COVID-19 and have fully recovered from your illness you may return to work only if all of the following condition is met:

- **At least 5 days have passed since recovery**, with no symptoms or fever (for a minimum of 72 hours, without the use of any fever-reducing medicines aspirin, acetaminophen, or ibuprofen)

#### ***Confirmed COVID-19 with no illness***

If you have tested positive with COVID-19 but have not become ill you must remain in isolation. You may be able to return to work if all of the following condition is met:

- **TNC Staff: 5 days have passed** since the date of your positive COVID-19 test and have not become ill.
- **Participants: 10 days have passed** since the date of your positive COVID-19 test and have not become ill.

**NOTE the CDC recommendation for shortening isolation from 10 days to 5 days has not been accepted by the NYS Department of Health nor by Governor Kathy Hochul. Consequently, isolation remains at 10 days for TNC participants.**

#### ***Confirmed COVID-19 with illness not requiring hospitalization***

If you have tested positive by a medical professional and are ill due to the virus. If you self-isolated for 10 days and medicated at home and did not require hospitalization you should be able to return to work if all of the following conditions are met or a note from a medical provider clearing you to work must be provided.

- At least 3 days have passed since your recovery, with no abnormal fever for a minimum of 72 hours without the use of any fever-reducing medicines (aspirin, acetaminophen, or ibuprofen)
- Respiratory symptoms have improved
- No continuing illness: you exhibit no symptoms of COVID-19

#### ***Confirmed COVID-19 with illness requiring hospitalization***

You have tested positive by a medical professional with COVID-19 and have become ill due to the virus, requiring hospitalization, you may be at higher risk of spreading the infection. Testing will be

required before returning to work. A note from a medical provider clearing you to work must be provided.

### **Additional Safety Procedures**

- Fully vaccinated and Unvaccinated Staff and Participants are required to wear a mask.
- Unvaccinated participants attending the program must wear face coverings unless for medical reasons they cannot tolerate one. Physicians note required.
- Staff and participants will disinfect and clean their designated areas.
- Shared workspaces or equipment will be cleaned and disinfected between use.
- All staff and individuals should wash their hands frequently with soap and water.
- TNC will provide and maintain cleaning supply stations throughout each location

### **Social Distancing**

#### **NOTE: Social distancing does not apply to fully vaccinated individuals**

- TNC will provide adequate space for required staff to adhere to social distancing while completing independent tasks such as completing paperwork.
- At least six feet of physical distance will be maintained among participants and staff, unless safety of the core activity requires a shorter distance or a participant's treatment plan requires that closer contact be maintained with a staff member.
- Vaccinated and unvaccinated may be transported together.