Subject/Title: COVID-19 - Mitigation Policy
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Owner: Kris Bodine, Clinical Director
Distribution: ✓ Technicians ✓ BCBAs ✓ QBHPs ✓ SLPs ✓ OTs ✓ Administrative ✓ Client Families ✓ Janitorial staff ❏ Other:

The purpose of this policy is to provide specific direction to behavior technicians (tech or technician) employees, clients, and visitors' safety behaviors to decrease the risk of the spread of COVID-19 when working at a Spectrum Autism Center facility.

Section 1. On-going monitoring of CDC, state, and local guidelines and recommendations
1. Spectrum asks that employees follow the latest CDC, state, and local guidelines and recommendations related to safety, travel, masking etc. Due to the frequent changes, these will not be specifically listed.

Section 2. Monitoring for symptoms of employees, clients/families, and visitors
1. If recommendations require a COVID-19 Screening Tool- Employees or COVID-19 Screening Tool - Families should be completed by all employees, clients/families, and visitors before entering a Spectrum location. Even if a screening tool is not required to

enter a Spectrum location **it is the responsibility of the employee, client, or visitor to contact a supervisor before reporting for work if any of the following symptoms/events have occurred.**

    a. The employee, clients/families, and visitors have a temperature above 100.4 degrees Fahrenheit

    b. The employee, clients/families, and visitors have any of the following unusual or unexplainable symptoms commonly associated with covid-19 (Loss of taste/smell, sore throat, fatigue, muscle aches, diarrhea, headache, vomiting, abdominal pain, cough, etc.). List may vary based on the individual and changes of symptomology with different variants.

    c. If the employee, clients/families, and visitors are not vaccinated or under-vaccinated and they have been exposed to someone with symptoms associated with covid-19 or a confirmed covid-19 case.

        i. Vaccinated staff, clients/families, and visitors should still disclose contact and monitor for symptoms but may not be required to quarantine

2. Vaccinated employees, clients/families, and visitors with symptoms

    a. Everyone will be treated as non-vaccinated unless proof of full vaccination is shared

    b. If an employee, clients/families, and visitors are vaccinated and experiencing a fever they can return after they are fever-free without medication for at least 24 hours, however, they may be asked to get a covid-19 test and wear a mask while at work until a negative test result is received.

    c. If an employee, clients/families, and visitors are fully vaccinated and experiencing one or more unusual and/or unexplainable symptoms commonly associated with covid-19 any of the following steps may be taken. The specific response may vary based on role in the company, symptomology, current CDC and state/local health department recommendations, and other variables.

        i. Get a covid-19 test

        ii. Stay home until symptoms improve

        iii. Initiate contact tracing just in case the person tests positive for covid-19

        iv. Ask to mask and socially distance but continue working until symptoms worsen or covid-19 test is positive

        v. Get a covid-19 test and return when negative

    d. If an employee, clients/families, and visitors are fully vaccinated and have been exposed to someone with symptoms associated with covid-19 or a confirmed covid-19 case any of the following steps may be taken. The specific response may vary based on role in the company, symptomology, current CDC and state/local health department recommendations, and other variables.

        i. Monitor for symptoms and report for work as normal wearing a mask and practicing social distancing

        ii. Quarantining from in-person work for 10 days (or whatever the latest CDC/state/local guidelines recommend)

   iii. Return to work following a negative covid-19 test (the test should be administered at the recommended time frame)

   iv. Return to work with a negative COVID test (at-home test is sufficient) each day you report for in-person work for at least 7 days from the date of exposure. If you do not need to report to work a negative test is not required.

3. Non-vaccinated employees, clients/families, and visitors with symptoms

  a. If an employee, clients/families, and visitors are not vaccinated and experiencing a fever any of the following steps may be taken. The specific response may vary based on role in the company, symptomology, current CDC and state/local health department recommendations, and other variables.

   i. They can return after they are fever-free without medication for at least 24 hours

   ii. They may be asked to get a covid-19 test and wear a mask while at work until a negative test result is received.

   iii. Get a covid-19 test and return when negative

   iv. Return after and based on the consultation from a medical professional

  b. If an employee, clients/families, and visitors are not vaccinated and experiencing one or more unusual and/or unexplainable symptoms commonly associated with covid-19 any of the following steps may be taken. The specific response may vary based on role in the company, symptomology, current CDC and state/local health department recommendations, and other variables.

   i. Get a covid-19 test

   ii. Stay home until symptoms improve

   iii. Initiate contact tracing just in case the person tests positive for covid-19

   iv. Ask to mask and socially distance but continue working until symptoms worsen or covid-19 test is positive

   v. Get a covid-19 test and return when negative

   vi. Return after and based on the consultation from a medical professional

  c. If an employee, clients/families, and visitors are not vaccinated and has been exposed to someone with symptoms associated with covid-19 or a confirmed covid-19 case any of the following steps may be taken. The specific response may vary based on role in the company, symptomology, current CDC and state/local health department recommendations, and other variables.

   i. Quarantining for 10 days (or whatever the latest CDC/state/local guidelines recommend)

   ii. Return to work following a negative covid-19 test and the specific quarantine period (the test should be administered at the recommended time frame)

   iii. Quarantine for a shorter period of time and return to work/therapy with a negative COVID test (at-home test is sufficient) each day you report for in-person work/therapy. If you do not need to report to work/therapy a negative test is not required.

Section 3. Screening Info

1. The technician should review the "Screening Info" on the schedule prior to leaving for a client's home or before picking up a child that is dropped off at the center.
    a. "Green" indicates the client or Spectrum employee has completed the screening tool and will be participating in therapy or reporting to work as planned.
    b. "Red" or other similar indicator indicates the screening tool has not been completed.
        i. "No" or other similar indicator does not mean that the associated person or household has reported symptoms of the coronavirus.
        ii. If a client has a "Red" or other similar indicator response in the client screening column the technician should contact the program supervisor before going to the client's home or picking them up at drop off to the center.
    c. A blacked-out section of the screening tool indicates the client will not be receiving services that day.
        i. Blacked out does not mean that the associated person or household has reported symptoms of the coronavirus. All canceled sessions will be noted on the schedule and screening tool in this fashion.
        ii. Specific reasons for canceled sessions will be noted in a location that protects the PHI of the employee and client.

Section 4. General Mitigation Strategies (Cleaning, hand sanitizing, social distancing)

1. When possible an employee will regularly clean all high-touch services (doorknobs, light switches, door keys, etc.) in the office and all other common areas (hallway, bathrooms, kitchen, entrance door) using an EPA-registered household disinfectant throughout the day.
    a. The assigned employee will follow the PPE, Hand Hygiene, Cough/sneeze Policy guidelines when cleaning.
2. All employees will clean materials and spaces they have used prior to leaving the space and/or sharing the materials
3. All employees will be expected to hand sanitize in and out of rooms when transitioning. If clients are permitted to use hand sanitizer the technician should ensure the client is sanitizing in and out of rooms too.
    a. If hand sanitizing is not possible the technician should work with the program supervisor on other alternatives to mitigate the spread of communicable diseases.
4. Employees should make efforts to socially distance and prevent being a "contact" of someone who may develop symptoms when at work. The specific requirements of social distancing may vary based on CDC/state/local health department recommendations and guidelines. However, if unsure it is best to maintain a distance of 6+ feet from other people.

    a. Technicians should work with program supervisors for client-specific goals that may require closer interaction of clients with other clients or employees with other clients or other employees to determine if the goals need to be target or if they can be targeted differently.

Section 5. Client and Technician Room Assignments

1. The Clinical Director will attempt to mitigate the spread of covid-19 by use of "pod" systems. Pods will include specific clients, employees, and locations and all efforts should be made to prevent short terms switches among pods.
    a. Client interaction and crossing of pods may vary based on role in the company, current CDC and state/local health department recommendations, and other variables.
        i. Technicians may work with multiple clients in the same pod
        ii. Supervisors may cross pods
2. In an effort to limit the number of people in common areas therapy rooms may have technician and client-specific materials such as:
    a. Walkie with charger
    b. iPad with charger
    c. Toys and reinforcers
    d. Cleaning/Disinfectant Supplies
3. When required the behavior technician and client should only leave the room for bathroom breaks, behavior technician lunch break, other breaks as needed, group activities, access to shared reinforcer spaces (outside, sensory room, etc.) and to leave at the end of the day.
    a. The technician and client should sanitize in and out of each room/shared space they enter to mitigate the spread of covid-19
        i. The technician is responsible for ensuring that the client is following the hand hygiene policy.
4. When required the technician should be diligent to remain in the assigned room(s) to practice social distancing from other clients and staff when conducting therapy.
    a. Other staff members should also practice social distancing and refrain from entering rooms outside of their pod and/or unnecessarily.

Section 6. Center Communication

1. Prior to leaving a room, the behavior technician or other staff member should walkie other staff members to let them know they will be heading to another location.
    a. " <Staff name> to everyone, we are leaving <location> to head to <location>
    b. Staff members should respond if the hallway/common area or targeted location is being utilized and the original walkie communication should wait before transitioning.
        i. Once the hallway/common area or targeted location are clear the staff will walkie to let the other staff know the hallway/common area and location are clear. "<hallway/common area and <location> are clear"

2. When the staff member is ready to go back to his/her assigned room, prior to leaving that area walkie staff to let them know
   a. " <Staff name> to everyone, we are leaving <location> to head to <location>
   b. Staff members should respond if the hallway/common area or targeted location is being utilized and the original walkie communication should wait before transitioning.
      i. Once the hallway/common area or targeted location are clear the staff will walkie to let the other staff know the hallway/common area and location are clear. "<hallway/common area and <location> are clear"

Section 7. Client Elopement
1. Follow the center-specific elopement protocol.
   a. If CDC/state/local health department recommendations require social distancing, masking, or other safety procedures all attempts to follow those should be made while following the center-specific elopement protocol.

Section 8. Bathroom Procedures
1. If the restroom has multiple stalls more than one staff member and the client may be in the bathroom at the same time (if appropriate based on client-specific needs). If multiple people are in the restroom at the same time staff need to be able to socially distance themselves.
2. When possible bathrooms should be cleaned following each use with the disinfectant spray or disinfectant wipes located in the bathroom
   a. Spray or wipe down any surfaces that were touched
3. The assigned support staff or dedicated cleaning staff will clean the bathroom as needed or approximately mid-day even if the bathroom was previously cleaned.

Section 9. Technician Breaks/ Short Duration Technician Substitutions
1. The supervisor or assigned support technician should limit unnecessary touching of the materials or reinforcers in the classroom while covering breaks or lunch.
   a. If materials need to be touched the individual should wear gloves or practice frequent hand hygiene
   b. All touched materials need to be disinfected prior to leaving and the primary technician returning
   c. The person providing the break should stay 6+ feet away as much as possible and approach closer when absolutely necessary.
      i. If approaching is necessary it should be limited to less than 10 minutes

Section 10. Meals at the Center
1. Clients will eat meals/snacks in their assigned therapy rooms or designated location.
   a. Prior to eating clients and technicians should perform hand hygiene

     b. When the client has finished eating both the technician and client should perform hand hygiene again before touching materials/reinforcers.

2. Staff who eat meals at the center should do so in designated locations and will wash their hands upon entering the kitchen and touching common areas/items

3. If the behavior technician or other staff member eats lunch at the center they should remain 6+ feet away from others while they are not wearing a mask.

4. Staff will clean any surfaces touched prior to leaving the kitchen with disinfectant wipes or designated disinfectant spray.

Section 11. Expectations in common spaces

1. When the technician and client are utilizing common spaces (outside areas, sensory rooms, hallways, group activities, etc.) it is expected that both the client and technician will wear a mask if current CDC/state/local health department recommendations require masking.

     a. The Program Supervisor will determine mask-wearing expectations when the client is receiving direct 1:1 ABA instruction

     b. Unless informed otherwise masks should be worn by all clients 5 years and older when in common spaces inside the center or participating in group activities.

     c. Both tech and clients are encouraged to take masks breaks as needed by stepping at least 6 feet away from other individuals and removing the mask for a short period of time (usually 1 minute or less). The specific duration of mask breaks for clients will be determined by the Program Supervisor.

2. Technicians and clients should conduct hand hygiene when leaving their assigned therapy space and prior to entering a common area/group activity.

3. The technician should disinfect all touched surfaces before leaving the common area. If the technician is not able to disinfect the touched surface they should notify a supervisor or support staff to clean the area before other clients are permitted to use the area.

4. Technicians and clients should conduct hand hygiene when leaving the common area and prior to returning to their therapy space.

Section 12. Preparing to leave the center

1. Prior to leaving the center the behavior technicians and staff members will don gloves and will disinfect all tables, chairs, materials, iPad, walkie, high touch surfaces in their assigned rooms by spraying with designated disinfectant and left out to air dry.

Section 13. In-home Therapy/Respite Services

1. If CDC/state/local health department recommendations require a mask or those that live there have specifically asked a mask should be worn at all times.

     a. Follow other masking recommendations and requirements

2. If families prefer, take off shoes as soon as possible after entering the home

     a. If you prefer to wear shoes in the home bring a "clean" (clean is both visibly clean but also not recently being exposed to a dirty location) pair of shoes to wear in the home.

3. Sanitize when entering and leaving different parts of the home environment
4. Materials the technician or supervisors/clinical director bring should be cleaned prior to using them
5. The technician should be diligent to remain in an agreed-upon area of the home to practice social distancing from other household members when conducting therapy.
    a. Household members should also practice social distancing and refrain from entering the agreed-upon area unnecessarily.
    b. The technician will do their best to limit the time they are in common areas of the home.
2. If the technician feels that there is someone in the home with COVID-19 symptoms they should contact their supervisor as soon as possible to determine if they should end the session.
    a. Parents will be notified to send technicians home if they feel the technician has COVID-19 symptoms.

Section 14. PPE and Cleaning Products Resources
1. It is the responsibility of each Spectrum employee to know the location of needed PPE and cleaning supplies.
    a. If the location is not known it is expected the employee will ask a supervisor for the specified location and how to access the materials (if applicable)
2. It is the responsibility of each Spectrum employee to restock their PPE or cleaning supplies as needed when they are running low and before they are out of supplies in order to prevent any undue risk of the spread of COVID-19.
3. If when refilling an employee's personal stock of needed PPE and cleaning products it is noticed that the center/location supplies are low, the Spectrum employee should notify a supervisor as soon as possible.

Section 15. Additional Strategies to Mitigate the Spread of COVID-19
1. Spectrum reserves the right to take extra precautions related to PPE, change in therapy location, COVID-19 testing, or self-quarantining at any time for both staff and clients/families for behaviors that are deemed to increase the risk of the potential spread of COVID-19 that are not covered specifically in this or other policies
    a. Questions should be directed to the Program Supervisor or Clinical Director
2. When positive cases in the center-specific region increase to 5% or greater additional precautions may be taken to mitigate the spread of covid-19. The specific response may vary based on role in the company, positive testing rates, current CDC and state/local health department recommendations, and other variables.
    a. Supervisors may be required to use telehealth for supervision purposes
    b. Training may be conducted virtually
    c. Room and pod assignments may shift
    d. The number of staff working with a client may change

Section 16. Associated Forms and Policies
1. PPE, Hand Hygiene, Cough/sneeze Policy

Addendum A - 10/6/2021
- Clients with symptoms (significant cough/runny nose, fever, sore throat, body aches, loss of taste/smell, severe out of ordinary headache) - no longer treated as though they have COVID (no need to quarantine), however, they cannot come back to the center with symptoms unless they present a negative covid test or a note from a doctor saying they can return to services safely. If the client has difficulty getting tested, Spectrum may be able to help administer a test.
- Staff with symptoms (vaccinated or unvaccinated) cannot return to work unless they are symptom-free or have received a negative COVID test. If symptoms are lingering and mild and it is confirmed not to be covid related, an employee may return to work following mask and distancing protocols.
- Vaccinated staff and clients who are contacts of someone who tested positive for COVID are not required to quarantine as long as they are not displaying symptoms. Rapid tests will be provided prior to work/services and as long as they are negative, work/services resume as normal.
- Unvaccinated staff and Unvaccinated clients who are contacts may return day 5 after exposure if symptoms never developed and they test negative. They must also test negative prior to work/services days 6 through 10. (We do not require the negative daily tests on the weekends).
- Household members as contacts - We will no longer treat clients/staff as a contact due to living with someone who is an actual contact as long as no symptoms are present.
    - Household members with symptoms (are sick) will also not impact services if the client/staff have the ability to stay distanced from the household member during that time. For example, if a sibling is sick, the client may still receive services. If however, the household member with symptoms is a parent who must care for a child, the client may not return until the household member has tested negative for COVID.
    - If the household member who is ill is the child of a staff member, the staff may not return without a negative COVID test.

****These policy changes are meant to return clients and staff to medically necessary services as soon and as safely possible. It is still strongly recommended to quarantine outside of medically necessary services to mitigate the possible spread of COVID to vulnerable populations.

Addendum B - 1/3/2022

Clients and Staff with symptoms but not COVID-19

- Clients with symptoms but not COVID-19 (significant cough/runny nose, fever, sore throat, body aches, loss of taste/smell, severe out of ordinary headache) - no longer treated as though they have COVID (no need to quarantine), however, they cannot come back to the center with symptoms unless they present a negative covid test or a note from a doctor saying they can return to services safely. If the client has difficulty getting tested, Spectrum may be able to help administer a test.
  - A PCR test may be required depending on the symptoms, potential exposure to COVID, and/or rates of transmission of COVID in the area
- Staff with symptoms but not COVID-19 (vaccinated or unvaccinated) cannot return to work unless they are symptom-free/symptoms improving and fever-free for at least 24 hours AND have received a negative PCR COVID test. If symptoms are lingering and mild and it is confirmed not to be covid related, an employee may return to work following mask and distancing protocols.

Clients and Staff That Have Been Exposed to Someone with COVID-19

- Fully vaccinated (Completed the primary series of Pfizer or Moderna vaccine within the last 6 months, have been boosted, or completed the primary series of J&J vaccine with the last 2 months) staff and clients who are contacts of someone who tested positive for COVID are not required to quarantine as long as they are not displaying symptoms. Rapid tests will be provided prior to work/services and as long as they are negative, work/services resume as normal. Testing will be completed for days 6-10 from exposure that the person reports for work/services.
- Unvaccinated or non-boosted (see above for when boosters are required) staff and unvaccinated clients or non-boosted (see above for when boosters are required) who are contacts may return day 6 after exposure if symptoms never developed and they test negative. They must also test negative prior to work/services days 6 through 10. Testing will be completed for days 6-10 from exposure that the person reports for work/services
- Household members as contacts - We will no longer treat clients/staff as a contact due to living with someone who is an actual contact as long as no symptoms are present.
  - Household members with symptoms (are sick) will also not impact services if the client/staff have the ability to stay distanced from the household member during that time and/or are fully vaccinated. For example, if a sibling is sick, the client may still receive services. If however, the household member with symptoms is a parent who must care for a child or the child can not remain distanced from the household member, the client may not return until the household member has tested negative for COVID or met the current criteria for isolation. The exposure will still be subjected to quarantine/testing policies as defined above.

○ If the household member who is ill is the child of a staff member, the staff may not return without a negative COVID test.

If You Were Exposed to Someone with COVID-19 (Quarantine)

If you:

Have been boosted
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

- Wear a mask around others for 10 days.
- Test on day 5, if possible.

If you develop symptoms get a test and stay home.

If you:

Completed the primary series of Pfizer or Moderna vaccine over 6 months ago and are not boosted
OR
Completed the primary series of J&J over 2 months ago and are not boosted
OR
Are unvaccinated

- 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.

If you develop symptoms get a test and stay home

Clients and Staff with COVID-19

- Clients and staff with a confirmed or suspected case of COVID-19 will be asked to quarantine for 10 days from the onset of symptoms or their positive COVID-19 test. We understand this differs from the CDC guidelines. However, due to the nature of our work and that many of our clients are not able to consistently wear a mask appropriately we will continue to err on the side of caution. We will continue to evaluate and make changes as needed.

****These policy changes are meant to return clients and staff to medically necessary services as soon and as safely possible. It is still strongly recommended to quarantine outside of medically necessary services to mitigate the possible spread of COVID to vulnerable populations.

Addendum C - 1/10/2022
Clients and Staff with symptoms but not COVID-19

- Clients and staff with symptoms but not COVID-19 (significant cough/runny nose, fever, sore throat, body aches, loss of taste/smell, severe out of ordinary headache) - no longer treated as though they have COVID (no need to quarantine).
- However, they cannot come back to the center with symptoms unless:
    - They present a negative covid test (a single rapid test may be required across 2+ days based on current recommendations for testing with a rapid test)
    - A note from a doctor saying they can return to services safely. If the client has difficulty getting tested, Spectrum may be able to help administer a test.

○ A PCR test may be required depending on the symptoms, potential exposure to COVID, and/or rates of transmission of COVID in the area

Clients and Staff That Have Been Exposed to Someone with COVID-19

- Fully vaccinated (Completed the primary series of Pfizer or Moderna vaccine within the last 5/6 months, have been boosted, or completed the primary series of J&J vaccine with the last 2 months) staff and clients who are contacts of someone who tested positive for COVID are not required to quarantine as long as they are not displaying symptoms. Rapid tests will be provided prior to work/services and as long as they are negative, work/services resume as normal. Testing may be completed for days 1-10 from exposure that the person reports for work/services.
    ○ Testing will be required at a minimum on day 5 or based on other CDC recommendation
- Unvaccinated or non-boosted (see above for when boosters are required) staff and unvaccinated clients or non-boosted (see above for when boosters are required) who are contacts may return day 6 after exposure if symptoms never developed. They must also test negative prior to work/services days 6 through 10. Testing will be completed for days 6-10 from exposure that the person reports for work/services
- Unvaccinated household members as contacts - We will no longer treat clients/staff as a contact due to living with someone who is an actual contact as long as no symptoms are present.
    ○ Household members with symptoms (are sick) will also not impact services if the client/staff have the ability to stay distanced from the household member during that time and/or are fully vaccinated. For example, if a sibling is sick, the client may still receive services. If however, the household member with symptoms is a parent who must care for a child or the child can not remain distanced from the household member, the client may not return until the household member has tested negative for COVID or met the current criteria for isolation. The exposure will still be subjected to quarantine/testing policies as defined above.
- Vaccinated household members as contacts will follow testing policies as defined above.

When to Stay Home

Calculating Quarantine

The date of your exposure is considered day 0. Day 1 is the first full day after your last contact with a person who has had COVID-19. Stay home and away from other people for at least 5 days. Learn why CDC updated guidance for the general public.

IF YOU Were exposed to COVID-19 and are NOT up-to-date on COVID-19 vaccinations	**Quarantine for at least 5 days** Stay home Stay home and quarantine for at least 5 full days. Wear a well-fitted mask if you must be around others in your home. **Get tested** Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.	**After quarantine** **Watch for symptoms** Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	**Take precautions until day 10** **Wear a mask** Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. **Avoid travel** Avoid being around people who are at high risk
IF YOU Were exposed to COVID-19 and are up-to-date on COVID-19 vaccinations	**No quarantine** You do not need to stay home unless you develop symptoms. **Get tested** Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.	**Watch for symptoms** Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	**Take precautions until day 10** **Wear a mask** Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. **Avoid travel** Avoid being around people who are at high risk
IF YOU were exposed to COVID-19 and had confirmed COVID-19 within the past 90 days (you tested positive using a viral test)	**No quarantine** You do not need to stay home unless you develop symptoms.	**Watch for symptoms** Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	**Take precautions until day 10** **Wear a mask** Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. **Avoid travel** Avoid being around people who are at high risk

Clients and Staff with COVID-19

- Clients and staff with a confirmed or suspected case of COVID-19 will be asked to quarantine for 10 days from the onset of symptoms or their positive COVID-19 test. We understand this differs from the CDC guidelines. However, due to the nature of our work and that many of our clients

are not able to consistently wear a mask appropriately we will continue to err on the side of caution. We will continue to evaluate and make changes as needed.

****These policy changes are meant to return clients and staff to medically necessary services as soon and as safely possible. It is still strongly recommended to quarantine outside of medically necessary services to mitigate the possible spread of COVID to vulnerable populations.

Addendum D - 2/15/2022

Clients and Staff with symptoms but not COVID-19

- Clients and staff with symptoms but not COVID-19 (significant cough/runny nose, fever, sore throat, body aches, loss of taste/smell, severe out of ordinary headache) - no longer treated as though they have COVID (no need to quarantine).
- However, they cannot come back to the center with symptoms unless:
    - They present a negative covid test. If the client has difficulty getting tested, Spectrum may be able to help administer a test.
    - A note from a doctor saying they can return to services safely. A test may be required depending on the symptoms, potential exposure to COVID, and/or rates of transmission of COVID in the area

Clients and Staff That Have Been Exposed to Someone with COVID-19

- Naturally immunized (Confirmed to have had COVID-19 with a test within the last 90 days) staff and clients who are contacts of someone who tested positive for COVID are not required to quarantine as long as they are not displaying symptoms. They will not be required to "test-in".
- Fully vaccinated (Completed the primary series of Pfizer or Moderna vaccine within the last 5/6 months, have been boosted or completed the primary series of J&J vaccine with the last 2 months) staff and clients who are contacts of someone who tested positive for COVID are not required to quarantine as long as they are not displaying symptoms. Rapid tests will be provided prior to work/services and as long as they are negative, work/services resume as normal. Testing may be completed for days 1-5 from exposure that the person reports for work/services.
    - Testing will be required at a minimum on day 5 or based on other CDC recommendations
- Unvaccinated or non-boosted (see above for when boosters are required) staff and unvaccinated clients or non-boosted (see above for when boosters are required) who are contacts may return day 6 after exposure if symptoms never developed. They must also test negative prior to work/services day 6 (or their first day returning if within days 6-10).
- Unvaccinated household members as contacts - We will no longer treat clients/staff as a contact due to living with someone who is an actual contact as long as no symptoms are present.
    - Household members with symptoms (are sick) will also not impact services if the client/staff have the ability to stay distanced from the household member during that time and/or are fully vaccinated. For example, if a sibling is sick, the client may still receive services. If however, the household member with symptoms is a parent who must care for a child or the child can not remain distanced from the household member, the client may not return until the household member has tested negative for COVID or met the current criteria for isolation. The exposure will still be subjected to quarantine/testing policies as defined above.
- Vaccinated household members as contacts will follow testing policies as defined above.

Calculating Quarantine
The date of your exposure is considered day 0. Day 1 is the first full day after your last contact with a person who has had COVID-19. Stay home and away from other people for at least 5 days. Learn why CDC updated guidance for the general public.

IF YOU Were exposed to COVID-19 and are NOT up-to-date on COVID-19 vaccinations	Quarantine for at least 5 days Stay home Stay home and quarantine for at least 5 full days. Wear a well-fitted mask if you must be around others in your home. Do not travel. Get tested Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.	After quarantine Watch for symptoms Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. Avoid travel It is best to avoid travel until a full 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	Take precautions until day 10 Wear a mask Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. If you must travel during days 6-10, take precautions. Avoid being around people who are at high risk
IF YOU Were exposed to COVID-19 and are up-to-date on COVID-19 vaccinations	No quarantine You do not need to stay home unless you develop symptoms. Get tested Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.	Watch for symptoms Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	Take precautions until day 10 Wear a mask Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. Take precautions if traveling Avoid being around people who are at high risk
IF YOU were exposed to COVID-19 and had confirmed COVID-19 within the past 90 days (you tested positive using a viral test)	No quarantine You do not need to stay home unless you develop symptoms.	Watch for symptoms Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms Isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.	Take precautions until day 10 Wear a mask Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. Take precautions if traveling Avoid being around people who are at high risk

Clients and Staff with COVID-19

- Clients and staff with a confirmed or suspected case of COVID-19 will be asked to quarantine for 10 days from the onset of symptoms or their positive COVID-19 test. We understand this differs from the CDC guidelines. However, due to the nature of our work and that many of our clients

are not able to consistently wear a mask appropriately we will continue to err on the side of caution. We will continue to evaluate and make changes as needed.

Calculating Isolation

Day 0 is your first day of symptoms or a positive viral test. Day 1 is the first full day after your symptoms developed or your test specimen was collected. If you have COVID-19 or have symptoms, isolate for at least 5 days.

| IF YOU Tested positive for COVID-19 or have symptoms, regardless of vaccination status | Stay home for at least 5 days

Stay home for 5 days and isolate from others in your home.

Wear a well-fitted mask if you must be around others in your home.

Do not travel. | Ending isolation if you had symptoms
End isolation after 5 full days if you are fever-free for 24 hours (without the use of fever-reducing medication) and your symptoms are improving.

Ending isolation if you did NOT have symptoms
End isolation after at least 5 full days after your positive test.

If you were severely ill with COVID-19 or are immunocompromised
You should isolate for at least 10 days. Consult your doctor before ending isolation. | Take precautions until day 10

Wear a mask
Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask.

Do not travel
Do not travel until a full 10 days after your symptoms started or the date your positive test was taken if you had no symptoms.

Avoid being around people who are at high risk |

****These policy changes are meant to return clients and staff to medically necessary services as soon and as safely possible. It is still strongly recommended to quarantine outside of medically necessary services to mitigate the possible spread of COVID to vulnerable populations.

Addendum E - 7/28/2022

Clients and Staff with symptoms but not COVID-19

- Clients and staff with symptoms but not COVID-19 (significant cough/runny nose, fever, sore throat, body aches, loss of taste/smell, severe out of ordinary headache) will continue to be treated as not having COVID (no need to quarantine).
- However, they cannot come back to the center with symptoms unless:
  - A note from a doctor saying they can return to services safely. A test may be required depending on the symptoms, potential exposure to COVID, and/or rates of transmission of COVID in the area
  - A negative COVID test may also be accepted depending on the specific symptoms, potential exposure to COVID, and/or rates of transmission of COVID in the area, as well, as the individual's pre-exisiting medical conditions

Clients and Staff That Have Been Exposed to Someone with COVID-19

- We will no longer require a quarantine for individuals that have been exposed to someone with COVID-19 as long as they are symptom-free, can consistently wear a well-fitted mask and can test in days 3-5 from exposure.
  - This change was made due to both vaccinated and unvaccinated individuals contracting COVID. Additionally, with information gathered through our own testing practices and recommendations from the CDC we hope to identify any potential positive cases earlier with the additional testing days.
  - Rapid tests will be provided prior to work/services and as long as they are negative, work/services resume as normal. Testing may be completed for days 3-5 from exposure that the person reports for work/services.
  - If the individual that was exposed cannot consistently wear a well-fitted mask AND is not fully vaccinated they will be asked to quarantine from the center for 5 days after exposure and "test-in" on day 6 (or the first day between days 6-10 that the client returns to the center).
  - If a client is naturally immunized/fully vaccinated and can wear a mask most of the time they may not be asked to quarantine depending on potential exposure to COVID, and/or rates of transmission of COVID in the area, and specific center-related variables (number of other clients in the learning space, ability to distance from others, etc.)

Clients and Staff with COVID-19

- Clients and staff with a confirmed or suspected case of COVID-19 will be asked to quarantine for 5 days from the onset of symptoms or their positive COVID-19 test result. Individuals can return on day 6 or later when they are symptom-free and can consistently wear a well-fitted mask for days 6-10. If the individual cannot consistently wear a well-fitted mask they will be asked to continue to quarantine from the center days 6-10.

****These policy changes are meant to return clients and staff to medically necessary services as soon and as safely possible. It is still strongly recommended to quarantine outside of medically necessary services to mitigate the possible spread of COVID to vulnerable populations.