

GUIDING LIGHT

COVID-19 EXPOSURE PREVENTION, PREPAREDNESS, and RESPONSE PLAN

Guiding Light Mission, Inc. takes the health and safety of our employees, clients, and community very seriously. With the spread of the coronavirus or “COVID-19,” Guiding Light continues to be vigilant in mitigating the outbreak in all ways we can. In order to be safe and maintain operations, Guiding Light has developed this COVID-19 Exposure Prevention, Preparedness, and Response Plan to be implemented, to the extent feasible and appropriate, throughout our organization and our various programs. All who enter the Guiding Light facility are required to adhere to this plan.

Guiding Light has also identified a team of employees to monitor the related guidance that U.S. Center for Disease Control and Prevention (“CDC”) and Occupational Safety and Health Administration (“OSHA”) continue to make available, along with the executive orders issued by the Michigan State government.

This Plan is based on information available from the CDC and OSHA at the time of its development, and is kept current based on further information, developments, and protocols provided by the CDC, OSHA, Governor, and other public officials.

Please read this document carefully and initial beside items requiring it, as well as provide a signature at the end to confirm you have read, understood, and will follow the procedural guidelines set forth in this document.

Given the fast-evolving nature of the COVID-19 virus, Guiding Light may modify this Plan on a situational basis. This document must remain fluid to continue to be effective.

GUIDING LIGHT EXPOSURE PREVENTION, PREPAREDNESS, and RESPONSE PLAN DETAILS

General Responsibilities of Guiding Light Managers and Supervisors

All managers and supervisors must be familiar with this Plan and be ready to answer questions from employees and clients. Managers and supervisors are required to follow this Plan at all times to lead by example. This involves practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus.

General Responsibilities of Guiding Light Employees, Clients, and Approved Visitors

Guiding Light requires every one of our employees to help with our prevention efforts while at work. In order to minimize the spread of COVID-19 at our workplace, everyone must play their part. As set forth below, Guiding Light has instituted various housekeeping, social distancing, and other best practices. All employees, clients, and essential visitors must follow these. In addition, employees, clients, and approved visitors are expected to report to their managers or supervisors if they are experiencing signs or symptoms of COVID-19, as described below. If you have a specific question about this Plan or COVID-19, please ask your manager, supervisor, or coordinator. If they cannot answer the question, please contact **Michael Kos (COVID-19 Workplace Coordinator)**. **Contact details are listed below.** This individual has been identified to implement, monitor, and report on COVID-19 related control strategies.

Michael Kos (Back to Work Staff and COVID-19 Workplace Coordinator)

E-Mail: mkos@guidinglightworks.org

Office: 616-451-0236

Cell: 616-377-3930

Guiding Light Workplace Protective Measures

Guiding Light has instituted the following protective measures, as recommended by OSHA, for workplace safety and employee and client health. Please initial after indicated steps.

A. *General Safety Policies and Rules*

- 1) Any employee/visitor showing symptoms of COVID-19 will be asked to leave the facility and return home.
- 2) Employees must avoid physical contact with others and shall direct others (co-workers/contractors/visitors) to increase personal space to at least six (6) feet, where possible. Where offices or internal rooms are used, only necessary employees should enter these spaces and all employees should maintain social distancing while inside.
- 3) Employees and clients will be encouraged to stagger breaks and lunches, if practicable, to reduce the size of any group at any one time to less than ten (10) people and/or maintain 6 feet of distance between any and all people.
- 4) Employees should limit the use of co-workers' workspace and equipment. To the extent tools must be shared, Guiding Light will provide cleaning supplies to clean workspace and/or equipment before and after use.
- 5) Employees entering the building for the first time each day, potential clients, and visitors will be directed to use one central entrance. This is the front door and main lobby at Guiding Light.
- 6) Employees, potential clients, and visitors are prohibited from gathering in the central entrance or lobby.

B. *Specific Protocol for Guiding Light Staff*

- 1) Upon being allowed entry, staff must wash hands in the entry bathroom using soap and water following the hand washing procedures posted.
- 2) Staff are expected to maintain social distancing of 6 feet while in the building when possible.
- 3) Any staff experiencing symptoms of COVID-19 must report to Michael Kos immediately. Staff experiencing symptoms will be required to leave the facility and contact their medical professional. Isolation rooms will be provided if staff must wait for transportation.
- 4) Staff is required to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing and to avoid touching their face, in particular their mouth, nose, and eyes, with their hands. They should dispose of tissues in the trash and wash or sanitize their hands immediately afterward.

- 5) Staff illnesses must be reported to Michael Kos who will report this information to the COVID-19 Response Team to monitor potential outbreaks of COVID-19.

C. *General Protocol for Guiding Light Visitors*

- 1) All visitors will be screened on arrival. If the visitor answers “yes” to any of the following questions, he/she should not be permitted to access:
 - Have you been confirmed positive for COVID-19?
 - Are you currently experiencing, or recently experienced, any acute respiratory illness symptoms such as fever, cough, or shortness of breath?
 - Have you been in close contact with any persons who has been confirmed positive for COVID-19?
 - Have you been in close contact with any persons who have traveled and are also exhibiting acute respiratory illness symptoms?
 - ADD SYMPTOM CHECKER QUESTIONAIRE
- 2) All visitors must be approved by the COVID-19 Workplace Coordinator before they are allowed entry.
- 3) All visitors must follow Guiding Light Staff protocol while in the building.
- 4) Visitors working with clients in one on one or small group meetings, must be in a room with the door closed. In this situation masks can only be removed if visitors and clients have been vaccinated for a full 14 days.

D. *Specific Protocol for On-site RECOVERY Clients and On-Site Staff*

- 1) Clients are to be vaccinated for Covid-19 or agree to get the vaccine early in the probationary period.
- 2) Clients are expected to follow 6 feet of social distancing when moving through the building whenever possible.
- 3) Recovery clients that have received their first dose a full 14 days prior may move about in the recovery area without wearing a mask. Masks must be worn when moving through common areas of the building.
- 4) Clients are required to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing and to avoid touching their face, in particular their mouth, nose and eyes, with their hands. They should dispose of tissues in the trash and wash or sanitize their hands immediately afterward.

- 5) Regular sanitation tasks will be assigned to recovery clients. This sanitation will happen routinely at 6AM and 3PM daily. Failure to complete assigned daily sanitation tasks could result in dismissal.
- 6) Recovery clients must wash/sanitize hands when using the bathroom, coming in from outside, and before all meals. Handwashing will follow the hand washing procedures posted. Hand sanitizer is acceptable.

E. Specific Protocol for Recovery Programming

- 1) **Intake clients:** All intakes will be placed in quarantine upon entering the facility. After two days the client will be tested for covid and receive the vaccine if they have not been previously vaccinated. After negative results are received, the client can be removed from quarantine. The client will be assigned to a room. Food will be delivered to clients in quarantine using PPE and left inside the isolation room. Laundry services needed for clients in quarantine will be offered. Client will place clothes to be laundered outside their door in a plastic bag and the items will be laundered by a Recovery team member using PPE.
- 2) **Food:** Food will be prepared by Recovery Program clients using facemask and gloves.
- 3) **Outside Activities & Visitation:** All outside events and personal client appointments will be evaluated for necessity and risk. All outside visitation will be evaluated for necessity and risk.
- 4) **Limitation on Number of Clients:** The Recovery Program will be limited to 50 clients in order to provide proper social distancing within the facility.
- 5) **Clients Traveling to Outside Meetings/Events:** Only clients that have been vaccinated for a full 14 days can travel to meetings/events. When traveling to meetings masks must be worn unless all parties have been vaccinated for a full 14 days. This applies to Guiding Light vehicles and personal vehicles.

F. General Workplace Cleaning and Disinfecting Protocol

Guiding Light has instituted regular housekeeping practices, which include cleaning and disinfecting frequently used spaces and equipment, and other elements of the work environment, where possible. Employees are instructed to regularly do the same in their assigned work areas.

Employees performing cleaning of any common areas will be issued proper personal protective equipment ("PPE"), such as nitrile, latex, or vinyl gloves and gowns, as recommended by the CDC.

Any trash collected collection must be done frequently by someone wearing nitrile, latex, or vinyl gloves.

Guiding Light assigned staff will clean/ disinfect those areas of the facility that a confirmed-positive individual may have contacted, and it will do so before employees or clients can access that work space again.

Guiding Light will ensure that any disinfection shall be conducted using one of the following:

- Common EPA-registered household disinfectant.
- Alcohol solution with at least 60% alcohol; or
- Diluted household bleach solutions (if appropriate for the surface).
- Guiding Light will maintain Safety Data Sheets of all disinfectants used on site.

Facility Exposure Situations

EXPOSURE ACTION PLAN

Definition of an EXPOSURE: UNMASKED contact with COVID-19 positive person within 6 feet for 15 minutes. **Employee Tests Positive for COVID-19**

An employee who tests positive for COVID-19 will be directed to self-quarantine away from work. Employees that test positive may return to work if they have been quarantined for at least fourteen (14) days after symptoms started AND symptoms are improving AND fever-free for twenty-four (24) hours.

Employee Has Close Contact with an Individual Who Has Tested Positive for COVID-19

Employees who have been exposed to COVID-19 (co-worker or otherwise) will be directed to self-quarantine for ten (10) days from the last date of close contact with that individual.

Pursuant to the Emergency Order MCL 333.2253, section 8, if Guiding Light learns that an employee has tested positive, Guiding Light will conduct an investigation to determine co-workers who may have had close contact with the confirmed- positive employee in the prior ten (10) days and direct those individuals who have had close

contact with the confirmed-positive employee to self-quarantine for ten (10) days from the last date of close contact with that employee. Guiding Light will also notify any visitors who may have had close contact with the confirmed-positive employee. If an employee learns that he or she has come into close contact with a confirmed-positive individual outside of the workplace, he/she must alert a manager or supervisor of the close contact and self-quarantine for ten (10) days from the last date of close contact with that individual.

OSHA Recordkeeping

If a confirmed case of COVID-19 is reported, Guiding Light will determine if it meets the criteria for recordability and reportability under OSHA's recordkeeping rule. OSHA requires employers to record work-related injuries and illnesses that meet certain severity criteria on the OSHA 300 Log, as well as complete the OSHA Form 301 (or equivalent) upon the occurrence of these injuries. For purposes of COVID-19, OSHA also requires employers to report to OSHA any work-related illness that (1) results in a fatality, or (2) results in the in-patient hospitalization of one or more employee. "In-patient" hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

OSHA has made a determination that COVID-19 should not be excluded from coverage of the rule – like the common cold or the seasonal flu – and, thus, OSHA is considering it an "illness." However, OSHA has stated that only confirmed cases of COVID-19 should be considered an illness under the rule. Thus, if an employee simply comes to work with symptoms consistent with COVID-19 but is not a confirmed diagnosis, the recordability analysis is not necessarily triggered at that time.

If an employee has a confirmed case of COVID-19, Guiding Light will assess any workplace exposures to determine if the case is work-related. Work-relatedness is presumed for illnesses that result from events or exposures in the work environment unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs outside of the work environment. Thus, if an employee develops COVID-19 solely from an exposure outside of the work environment, it would not be work-related, and thus not recordable.

Guiding Light's assessment will consider the work environment itself, the type of work performed, the risk of person-to-person transmission given the work environment, and other factors such as community spread. Further, if an employee has a confirmed case of COVID-19 that is considered work-related, Guiding Light will report the case to OSHA if it results in a fatality within 30 days or an in-patient hospitalization within 24-hours of the exposure incident.

Confidentiality/Privacy

Except for circumstances in which Guiding Light is legally required to report workplace 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 employee has tested positive will be kept to the minimum needed to comply with reporting requirements and to limit the potential for transmission to others. Guiding Light reserves the right to inform other employees that an unnamed co-worker has been diagnosed with COVID-19 if the other employees might have been exposed to the disease so the employees may take measures to protect their own health. Guiding Light also reserves the right to inform sub-contractors, vendors/suppliers, or visitors that an unnamed employee has been diagnosed with COVID-19 if they might have been exposed to COVID-19 so those individuals may take measures to protect their own health.

General Questions

Given the fast-developing nature of the COVID-19 outbreak, Guiding Light may modify this Plan on a case by case basis. If you have any questions concerning this Plan, please contact the COVID-19 Response coordinator. The Covid-19 Response coordinator is Michael Kos.

GUIDELINES FOR GENERAL EXPOSURE & SPREAD PREVENTION:

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.

OSHA COVID-19 Checklist for Employers and Employees

Know the Symptoms of COVID-19

- Symptoms include 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, headache, and diarrhea.

Employer Responsibilities

- Develop a COVID-19 Exposure Action Plan.
- Conduct safety meetings (toolbox talks) by phone if possible. If not, instruct employees to maintain 6-feet between each other. The supervisor will track attendance verbally rather than having employees sign an attendance sheet.
- Access to the job site will be limited to only those necessary for the work.
- All visitors will be pre-screened to ensure they are not exhibiting symptoms.
- Employees, contractors, and visitors will be asked to leave the jobsite and return home if they are showing symptoms.
- Provide hand sanitizer and maintain Safety Data Sheets of all disinfectants used on site.
- Provide protective equipment (PPE) to any employees assigned cleaning/disinfecting tasks.

Employee Responsibilities

- Become familiar with the Exposure Action Plan and follow all elements of the Plan.
- Practice good hygiene: wash hands with soap and water for at least 20 seconds. If these are not available, use alcohol-based hand rub with at least 60% alcohol. Avoid touching your face, eyes, food, etc. with unwashed hands.

Cleaning/Disinfecting Job Sites and Other Protective Measures

- Clean and disinfect frequently used tools and equipment on a regular basis. This includes other elements of the jobsite where possible. Employees should regularly do the same in their assigned work areas.
- Clean shared spaces such lunchrooms at least once per day.
- Disinfect shared surfaces (door handles, etc.) on a regular basis.
- Avoid sharing tools with co-workers. If not, disinfect before and after each use.
- Trash collected from the jobsite must be changed frequently by someone wearing gloves.

Personal Protective Equipment and Alternate Work Practice Controls

- Provide and wear the proper PPE.

Staff and Visitor Responsibilities

Please initial beside each item to affirm your understanding and adherence to GL Protocol.

_____ 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 rub with at least 60% alcohol. Always wash hands that are visibly soiled.

_____ Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow.

_____ Avoid touching your eyes, nose, or mouth with unwashed hands.

_____ Avoid close contact with people who are sick.

_____ Employees who have symptoms (i.e., fever, cough, or shortness of breath) should notify their supervisor and stay home—DO NOT GO TO WORK.

_____ Sick employees should follow [CDC-recommended steps](#). Employees should not return to work until the criteria to [discontinue home isolation](#) are met, in consultation with healthcare providers and state and local health departments and contact the on-site Covid-19 Coordinator.

General Job Site / Office Practices

- Clean AND disinfect frequently touched objects and surfaces such as workstations, keyboards, telephones, handrails, and doorknobs. Dirty surfaces can be cleaned with soap and water prior to disinfection. To disinfect, use [products that meet EPA's criteria for use against SARS-CoV-2](#), the cause of COVID-19, and are appropriate for the surface.
- Avoid using other employees' phones, desks, offices, or other work tools and equipment, when possible. If necessary, clean and disinfect them before and after use.
- Clean and disinfect frequently used tools and equipment on a regular basis.
- This includes other elements of the jobsite where possible.
- Employees should regularly do the same in their assigned work areas.
- Clean shared spaces such as trailers and break/lunchrooms at least once per day.
- Disinfect shared surfaces (door handles, machinery controls, etc.) on a regular

basis.

- Avoid sharing tools with co-workers if it can be avoided. If not, disinfect before and after each use.
- Any trash collected from the jobsite must be changed frequently by someone wearing gloves.
- Face covering shall be worn when in enclosed spaces where necessary, refer to state requirements for current requirements.
- An individual that has tested positive for Covid-19 does not need to be retested until 14 days after the first positive result.

OSHA Supplied COVID-19 Toolbox Talk

Below are clear and concise information on COVID-19 to share with employees and staff.

What is COVID-19?

The novel coronavirus, COVID-19 is one of seven types of known human coronaviruses. COVID-19, like the MERS and SARS coronaviruses, likely evolved from a virus previously found in animals. The remaining known coronaviruses cause a significant percentage of colds in adults and children, and these are not a serious threat for otherwise healthy adults.

Patients with confirmed COVID-19 infection have reportedly had mild to severe respiratory illness with symptoms such as fever, cough, and shortness of breath.

According to the U.S. Department of Health and Human Services/Centers for Disease Control and Prevention (“CDC”), Chinese authorities identified an outbreak caused by a novel—or new—coronavirus. The virus can cause mild to severe respiratory illness. The outbreak began in Wuhan, Hubei Province, China, and has spread to a growing number of other countries—including the United States.

How is COVID-19 Spread?

COVID-19, like other viruses, can spread between people. Infected people can spread COVID-19 through their respiratory secretions, especially when they cough or sneeze. According to the CDC, spread from person-to-person is most likely among close contacts (about 6 feet). Person-to-person spread is thought to occur mainly via respiratory droplets produced when an infected person coughs or sneezes, like influenza and other respiratory pathogens. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. It is currently unclear if a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes.

In assessing potential hazards, employers should consider whether their workers may encounter someone infected with COVID-19 in the course of their duties. Employers should also determine if workers could be exposed to environments (e.g., worksites) or materials (e.g., laboratory samples, waste) contaminated with the virus.

Depending on the work setting, employers may also rely on identification of sick individuals who have signs, symptoms, and/or a history of travel to COVID-19-affected areas that indicate potential infection with the virus, in order to help identify exposure risks for workers and implement appropriate control measures.

There is much more to learn about the transmissibility, severity, and other features associated with COVID-19, and investigations are ongoing.

Communications of Guiding Light's COVID-19 Preparedness Plan

The COVID-19 Response coordinator will monitor the effectiveness of this plan. The Covid-19 Response coordinator is Michael Kos.

Staff and clients are encouraged to provide feedback to any member of the COVID-19 Response coordinator. This Preparedness Plan will be updated as necessary and posted in the building.

Staff and clients are required to uphold the new standards and responsibilities outlined in this preparedness plan. Failure to comply with the standards and responsibilities will result in dismissal.

Sign below to acknowledge acceptance and adherence:

Signature

Date

Printed Name