Safe Back to School Plan

Campus Reopening Guide

February 10, 2021
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Executive Summary

Olympic College is an Institution of Higher Education, which is located in both Kitsap and Mason counties of Washington State. Effective August 1, 2020, Institutions of Higher Education in Washington State were required to operate in accordance with the updated directives set forth in Proclamation by the Governor 20-12.2, which amended the previous proclamations guiding college operations during the COVID-19 pandemic (20-05 and 20-12.1). Proclamation 20-12.2, coupled with the State of Washington and State Board for Community and Technical Colleges (SBCTC) endorsed *Campus Reopening Guide*, serve as the foundational, industry specific guidance for Olympic College operations at this stage of the pandemic.

Additionally, effective January 11, 2021 (and updated January 28, 2021), the State of Washington launched *Healthy Washington – Roadmap to Recovery* which uses a regional approach to the phased recovery plan. The *Healthy Washington – Roadmap to Recovery* plan replaced the previous 4-stage, phased recovery plan that varied by county. These new regions are largely based on the Emergency Medical Services (EMS) regions used for evaluating healthcare services given the concern for COVID-19’s potential impact on the healthcare system. There are eight regions in Washington (that fall along county lines), with Olympic College operating in the Northwest Region.

The following document acts as the Safe Back to School Plan for Olympic College and will govern Olympic College operations until such time as the guidance is changed or withdrawn. The safety and health of Olympic College employees and students is our highest priority. This plan will regulate the resumption of any activities and services on campus.

Any employees who return to in-person work must comply with all safety and health practices and standards established within this plan. Employees are expected to contribute to a healthy workplace by completing in the daily screening process, practicing social distancing, maintaining proper hygiene (including frequent hand washing), and following the protocols in this document to stay home when they develop any symptoms of illness.

The College will continue to prioritize telework where feasible. Specific employees or departments may be identified as those that need to work on-site, due to the nature of their job duties. If an employee has concerns or questions about their work environment, they should work with their supervisor and Human Resources to come to a resolution. The Executive Team will evaluate which services to offer in-person or through telework based on the College’s mission and objectives. Service gaps will be identified, and a plan will be put in place to minimize these gaps first through telework. For those employees that must return to work a staged approach will be taken.
General Information

Management of the Safe Back to School Plan
The Safe Back to School Plan will be managed by the Olympic College Executive Team, in coordination with the Emergency Operations Center and the Safe Start Task Force.

Contact Information
Any employee or student can report concerns and/or potential violations of Olympic College's Safe Back to School Plan, and/or department specific Safe Start Plans, by emailing COVID-19-questions@olympic.edu. This is a confidential email group that will coordinate a response to the messages received. This email group is also used for reporting purposes of COVID-19 symptoms or positive tests.

Regular Monitoring and Review of the Safe Back to School Plan
The Olympic College Safe Back to School plan will be monitored and reviewed regularly by the Emergency Operations Center. Any identified updates or changes to the plan will be recommended to the Executive Team for consideration and decision. All modifications to the Olympic College Safe Back to School Plan will be communicated to the campus community, to include all employees and students, by email to College-issued email addresses.
COVID-19 Safety Training

COVID-19 Safety Training will be provided prior to, or on the first day of returning to in-person work or class. A training video has been developed by Dr. Alecia Nye, Associate Dean of Nursing, to educate employees and students on topics, such as:

- How the virus is spread;
- Training on respiratory etiquette;
- Social distancing requirements and other safety measures on campus;
- Infection prevention practices, including frequent, thorough handwashing and respiratory etiquette;
- Sanitation practices and cleaning supplies;
- Training on the use of PPE, and information on what PPE will be required or recommended;
- Screening Form Requirements (to be complete prior to arriving on campus when at all possible); and,
- Signage and floor markings on campus.

Guidance for High-Risk individuals, information on leave benefits and policies, and other COVID-19 prevention measures are provided in subsequent sections of this document.

This information can also be found on the Olympic College website here: https://www.olympic.edu/about-olympic-college/covid-19-coronavirus-information/covid-19-training-resources.
Employee and Student Health

Symptoms of COVID-19 Illness

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

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

This list does not include all possible symptoms. The CDC will continue to update this list as we learn more about COVID-19.

When to Seek Emergency Medical Attention

Look for emergency warning signs* for COVID-19. If someone is showing any of these signs, seek emergency medical care immediately:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

*This list is not all possible symptoms. Please call your medical provider for any other symptoms that are severe or concerning to you.

Call 911 or call ahead to your local emergency facility: Notify the operator that you are seeking care for someone who has or may have COVID-19.


Guidance on When to Get Tested for COVID-19

The Kitsap Public Health District has developed a process flowchart to provide guidance as to when people should be tested for COVID-19. Olympic College students, employees, and visitors should use the following process flowchart to help determine when they should seek testing for COVID-19:
**Process Flowchart for Reported COVID-19-like Symptoms for Students, Employees or Volunteers in Schools^**

^This flow chart assumes the individual is NOT an identified close contact of a known positive COVID case. If the individual is a close contact, they will have been contacted by KPHD and should be in quarantine.

### Symptoms appear prior to arrival on site:

Encourage individual to stay home and isolate, and to follow up with healthcare provider regarding evaluation and COVID-19 testing.

### OR

### Symptoms appear while already on site:

Isolate the individual and send home. Encourage follow up with healthcare provider for COVID-19 testing. Follow protocol for cleaning areas in which individual was present.

### ASSESS SYMPTOMS:

#### Individual has symptoms of COVID-19*

| Any ONE Class A Symptom: Fever > 100.4F (measured or subjective), cough, shortness of breath, difficulty breathing, or new onset of loss of taste or smell | OR | TWO or more Class B Symptoms: Chills, rigors, muscle aches, headache, sore throat, nausea, vomiting or diarrhea, unusual fatigue, congestion, or runny nose | AND | No alternative, more likely diagnosis (e.g. pre-existing asthma with potential exacerbations) |

If only one Class B symptom:

Encourage individual to stay home or isolate and send home. Instruct individual to monitor for additional or worsening symptoms and encourage to follow up with healthcare provider for testing if symptom persists for more than 24 hours.

### COVID-19 Test:

Stay home and isolate until test result is back.

#### Positive PCR or Antigen** Test Result

Individual to notify facility of positive test result. Individual to stay home and isolate for 10 days from symptom onset or positive test date and 24 hours fever free without medication and other symptoms improving. Household members and close contacts will also be asked to quarantine by KPHD and should be excluded from work or school.

#### Negative PCR Test Result

Unless an alternative diagnosis and care plan is given by physician, individual should still stay home until fever free for 24 hours without medication and other symptoms improving. Recommend retesting with PCR for negative antigen test OR rapid test. A negative test result is not a guarantee that the individual is COVID negative.

#### No COVID-19 Test:

Individual excluded from and instructed to isolate

### Refused COVID-19 Test

Treat as a presumptive positive result and send/instruct to stay home and isolate for 10 days after onset of symptoms and until 24 hours fever free without medication and other symptoms improving.

### Asymptomatic possible exposure (not confirmed by KPHD):

If an individual believes they have been exposed, but are not a confirmed close contact, they may make the personal choice to seek testing and isolate or quarantine from work or school at home.

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*Symptoms as defined by Council of State and Territorial Epidemiologists as criteria for defining a case of COVID 19 for CDC (08/05/2020)*

**Per updated guidelines from DOH (09/02/2020), 24 hours fever free to align with other DOH guidance, positive PCR or antigen may be used to determine a positive case and would require isolation*

Guidance for High-Risk Individuals

People who are older or have underlying health conditions are at higher risk for complications from COVID-19. The following information is provided by Washington State Department of Health for High-Risk individuals:

Practice good health habits including:

- Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available;
- Avoid touching your eyes, nose, or mouth with unwashed hands;
- Avoid close contact with people who are sick;
- Cover your mouth and nose with a tissue when you cough or sneeze, then throw the tissue in the trash and wash your hands;
- Clean and disinfect objects and surfaces every day;
- Stay home as much as possible. If you go out, keep 6 feet of distance between yourself and others;
- Avoid sharing personal household items. You should not share dishes, drinking glasses, cups, eating utensils, towels, or bedding with other people in your home. After using these items, they should be washed thoroughly with soap and water;
- Make sure you can contact your regular healthcare provider when you need advice. Some clinics use "patient portals" to communicate and most of them will have staff that can take your calls to give advice. Please keep in mind that they are likely very busy;
- Make a list of medicines you need regularly and ask your pharmacy or healthcare provider if you can have an extra supply or prescription. Keep track of any other medications or supplements that you take and monitor your current health conditions as directed;
- Keep up to date with your immunizations;
- Identify someone who can help you and ask them to check up on you over the phone to make sure you are okay. Make sure that they understand not to visit if they are not feeling well;
- Make sure you have enough food and personal hygiene supplies to last a while;
- If you have a caregiver, they should also take special precautions;

Monitor your Health:

- Write down symptoms you have;
  - Record your temperature. Some medications can lower your body temperature, including aspirin (acetylsalicylic acid), Tylenol® (acetaminophen), Motrin® or Advil® (ibuprofen), Aleve® (naproxen). If you are taking one of these medications, please take your temperature before your next dose of medication;
- Call your healthcare provider before going to the clinic or hospital;
  - Calling first will help the clinic or hospital prepare to greet you and take care of you in the safest possible way. It may be recommended that you stay home and monitor your symptoms;
• Seek prompt medical attention if your illness is worsening (for example, shortness of breath or difficulty breathing);
  o Before seeking care, call your healthcare provider;
  o Put on a facemask that covers your nose and mouth before you enter any facility or emergency vehicle. After you put on the facemask, clean your hands with soap and water or alcohol-based hand sanitizer;
• If you are diagnosed with COVID-19, separate yourself from other people and animals in your home;

Source Document:
https://www.doh.wa.gov/Emergencies/COVID19/ResourcesandRecommendations/PersonsWhoareatHigherRiskforSeriousIllness

Screening Form and Policies

All Olympic College employees, students, and visitors must complete the self-certifying screening process prior to entering their work and/or instructional space. These screening forms will also serve as a log of employees, students, and visitors on campus. The self-certifying screening forms are based off of guidance provided by the Washington State Department of Health, and more information on employee and visitor screening can be found here:

Daily screening will be accomplished via the online COVID-19 Screening Form(s) available on the Olympic College website. A link to these forms, can be found here:
• Employees - https://olympic0.sharepoint.com/sites/OCEnternal/IT/support/SitePages/COVID-19-SCREENING-FORM-LINKS.aspx
• OC Bremerton Students - http://oc-it.info/BremStudentsC19Form
  o SBELA Visitors - https://olympiccollege.link/SBELA_ScreeningForm
• OC Poulusbo Students - http://oc-it.info/PoulusboStudentsC19Form
• OC Shelton Students - https://oc-it.info/SheltonStudentsC19Form
• Visitors and Contractors - https://oc-it.info/OCVisitor

Daily responses to the screening forms will serve as a log that will be maintained digitally for a minimum of 6 years, or as otherwise specified in the State record retention schedules.

Screening Pass/Fail Criteria

The self-certifying screening form is a "pass"/"fail" document. If an individual answers "yes" to any of the COVID-19 health screening questions (those are questions #3-#6), then they "fail" the screening process for the day and are not allowed on campus until they meet the return-to-work requirements listed in this document.
Guidance for a Failed Screening

The following is the Washington State Department of Health guidance for an individual who responds “yes” to a health/symptom-check question on the daily screening form:

- **Question:** Do you have any of these symptoms that are not caused by another condition?
  - Fever or chills
  - Cough
  - Shortness of breath or difficulty breathing
  - Fatigue
  - Muscle or body aches
  - Headache
  - Recent loss of taste or smell
  - Sore Throat
  - Congestion
  - Nausea or vomiting
  - Diarrhea
  - **If yes** – Call your healthcare provider for further instructions, including any recommended COVID-19 testing.

- **Question:** Within the past 14 days, have you had contact with anyone that you know had COVID-19 or COVID-19-like symptoms?
  - **If yes** – It is recommended that you get tested for COVID-19, but no sooner than 48 hours after exposure, and Quarantine at home or other site until 14 days after last exposure.

- **Question:** Have you had a positive COVID-19 test for active virus in the past 10 days, or do you have a pending COVID-19 test?
  - **If yes** – because you have a positive COVID-19 test, then isolate at home or other site until you meet the return-to-work conditions described in this document.
  - **If yes** – because you have a pending COVID-19 test, then quarantine at home until the results of the test are known at which time follow the return-to-work guidance described in this document based on the test results.

- **Question:** Within the past 14 days, has a public health or medical professional told you to self-monitor, self-isolate, or self-quarantine because of concerns about COVID-19 infection?
  - **If yes** – Follow the advice of your healthcare provider on self-monitoring, self-isolating, self-quarantine, prior to returning to work.

Additional Screening Form Guidance
- Students and employees are encouraged to conduct regular temperature checks at home and prior to coming to campus.
- Employees who have been sick, with or without COVID-19, may stay home without a doctor’s note.
- Failure of employees, students, or contractors/visitors to self-screen or provide accurate and honest information may result in being sent home or further disciplinary actions.

Proclamation 20-46.2 and Accommodations to High-Risk Workers
According to the CDC, high-risk/vulnerable communities are persons 65 years and older and persons of all ages with underlying medical conditions. Employees who are considered high risk and do not feel safe to work on campus will notify their supervisor, who will work with Human Resources to determine other modes of work or offer additional resources as may be allowed. For these employees, Olympic College will, to the greatest extent possible, offer alternative work assignments and will continue to allow telework whenever possible and feasible with business operation. Olympic College employees will work with their supervisors and Human Resources for accommodations to their work schedule, site or other circumstances, discuss telework and other possible accommodation to reduce the risk of exposure.

Refusal to be Screened:
If an employee, student, or visitor to Olympic College Campuses refuses to participate in the self-certifying screening process, they will not be allowed access to Olympic College facilities.
Employee, Student, Visitor, or Family Member Illness

Developing Any Symptoms of Illness While on Campus - No Positive COVID Test
If an employee, student, or visitor arrives on campus and develops symptoms of illness, they must immediately inform their supervisor/instructor, Human Resources, and/or COVID-19-questions@olympic.edu. The supervisor or instructor will also notify Human Resources and/or COVID-19-questions@olympic.edu to ensure the incident is timely and accurately reported so that any appropriate response protocols may be initiated. The ill individual will be asked to leave campus immediately, and if they are unable to do so, they will be placed in a private room for quarantine and asked to wear their face mask until they are able to leave safely. If they cannot leave safely on their own, the ill individual will wait in the quarantine room until a household member or an ambulance arrives. They will need to stay home until they meet the requirements to return to campus.

Rooms identified for quarantine on each campus are:

- OC Bremerton – Building 3, Room 138
- OC Poulsbo – Modular P1, Room 001
- OC Shelton – Room 112

Developing Any Known Symptoms of COVID-19 While Off-Campus - No Positive COVID Test
Individuals who have recently been on campus and develop symptoms of illness should inform their supervisor/instructor, Human Resources, and/or COVID-19-questions@olympic.edu. The supervisor or instructor will also notify Human Resources and/or COVID-19-questions@olympic.edu to ensure the incident is timely and accurately reported so that any appropriate response protocols may be initiated. The ill individual will be asked to self-isolate and not return to campus until they meet the return-to-work requirements for an individual with COVID-19 like symptoms. If, at any point, the individual tests positive for COVID-19, they must follow requirements in this plan for an Employee/Student/Visitor with a Confirmed Positive COVID-19 Test.

Close Contact with an Individual who Tests Positive for COVID-19
For COVID-19, the CDC defines close contact as: "Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated." Individuals who have been in close contact with someone who has tested positive for COVID-19 while on an Olympic College Campus or participating in an Olympic College sponsored activity will be notified by the College and provided with further instruction and guidance. (NOTE: Per the CDC, you are still deemed to be a close contact even if you were wearing a cloth face covering while within 6 feet of an infected person.)
If an employee or student has close contact with an individual who tests positive for COVID-19 (e.g., a family member at home, cohabitant, or any other individual they have come in close contact with), **and they are not wearing appropriate Personal Protective Equipment (PPE) for the interaction**, then they should notify their instructor/supervisor, Human Resources, **and/or COVID-19-questions@olympic.edu** immediately, and indicate as such on the appropriate daily screening form. The supervisor or instructor will also notify Human Resources **and/or COVID-19-questions@olympic.edu** to ensure the incident is timely and accurately reported so that any appropriate response protocols may be initiated. The individual will be advised to stay home (self-quarantine) and avoid public places for 14 days, and to keep track of their health for signs of fever, cough, troubled breathing, and other COVID-19 symptoms for 14 days after the last day they were in contact with the sick person.

**Employee/Student/Visitor with a Confirmed Positive COVID-19 Test**

Any employee, student, or visitor (including contractor) who has a laboratory-confirmed case of COVID-19 is expected to notify their supervisor/instructor/point of contact (for contractors), Human Resources, **and/or COVID-19-questions@olympic.edu** and will be required to self-isolate per local public health guidelines. The supervisor or instructor will also notify Human Resources **and/or COVID-19-questions@olympic.edu** to ensure the incident is timely and accurately reported so that any appropriate response protocols may be initiated. More information from the Washington State Department of Health on COVID-19 exposure can be found here: [https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/COVIDexposed.pdf](https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/COVIDexposed.pdf)

Olympic College will notify the Kitsap Public Health District upon notification of a confirmed positive test by a student, employee, or visitor who has been to an Olympic College facility or event less than 48 hours before symptom onset, and will take the additional mitigation steps they recommend, if any. **The identity of any employees, students, or visitors/contractors who test positive for COVID-19 will be kept confidential as it relates to college operations; however, that information may be shared with the Kitsap Public Health District upon request.** Those who were determined to have been in close contact with the sick individual will be notified in coordination with the Kitsap Public Health District. The College will notify employees who have been in close contact with the individual while on campus or at a college event, and Kitsap Public Health District will notify individuals based on their own contact tracing efforts. Olympic College will follow the procedures recommended by Kitsap Public Health and the CDC regarding contact tracing/notification, self-isolating, return-to-work requirements of the employee.
Employee/Student Return to Campus

An ill student or employee is eligible to return to College facilities once they meet the return-to-work requirements outlined below.

Per Department of Health guidance, an employee may return to work when:

1. If you **tested positive** for COVID-19 and **have symptoms**:
   - You have been fever-free for at least 24 hours without the use of fever-reducing medication;
   - **AND**, Your symptoms have gotten better;
   - **AND**, At least 10 days have gone by since your symptoms first appeared, or at least 10 days have transpired since diagnosis if you are asymptomatic.

2. If you **tested positive** for COVID-19 but **have not had any symptoms**, you can stop your home isolation when:
   - At least 10 days have gone by since the date of your first positive COVID-19 test; **AND**, You have not gotten sick with COVID-19.

3. If you **tested negative** for COVID-19 but **have symptoms**, you can end your home isolation when:
   - You have been fever-free for at least 24 hours without the use of fever-reducing medication; **AND**, Your symptoms have gotten better; **AND**, At least 10 days have gone by since your symptoms first appeared.


Confirmation of a COVID-19 Case on Campus

When it has been confirmed that a case of COVID-19 has been on campus, regardless of community transmission, Olympic College will:

- Inform the Kitsap Public Health District through their School Reporting Hotline at 360-728-2009.
- Communicate with students, staff, and faculty, as appropriate, to share the possible COVID-19 exposure and decisions made in relation to the exposure;
  - Additionally, targeted messaging will be made to the sick individual, as well as anyone deemed to meet the definition of a "Close Contact."
- The area(s) that the infected/confirmed positive individual occupied will be cleaned and disinfected thoroughly, as outlined under the Custodial Procedures section of this plan.

When it has been confirmed that a case of COVID-19 has been on campus, and there is evidence or suspicion of community transmission, Olympic College will:

- Inform the Kitsap Public Health District through their School Reporting Hotline at 360-728-2009.
• Coordinate with local health officials immediately. These health officials will help determine the appropriate course of action, such as the need for cancellation of classes and closure of buildings and facilities, if any;
• Make decisions, via the Emergency Operations Center and Executive Team, in conjunction with local health officials, about extending class suspensions and/or event and activity cancellations;
• Implement strategies to continue education and other support activities for students;
• **NOTE:** In the case where a confirmed COVID case effects on-campus housing, Olympic College will work closely with local public health officials to make decisions related to housing and to ensure continuity of housing for all campus housing residents;

Employee Travel

Non-essential travel by Olympic College Employees, for the purposes of College business, should be avoided. All travel must be pre-approved by the employee’s supervisor.
COVID-19 Communications/Operations Decision Tree

This decision-tree provides general guidance for responding to students and employees regarding COVID-19 in accordance with the Olympic College Safe Back to School Plan. The actual response is subject to change based on the specific situation. If you are informed of a confirmed case of COVID-19 or are a student/employee who is ill and has questions, please email: COVID-19-questions@olympic.edu, and a team member will respond.

<table>
<thead>
<tr>
<th>Status</th>
<th>COVID-19 positive</th>
<th>COVID-19 symptoms, no positive test</th>
<th>Close contact with COVID-19 positive</th>
</tr>
</thead>
</table>
| **Operational Guidance**    | Notify Instructor or Supervisor, Human Resources, and/or COVID-19-questions@olympic.edu.  
Facilities to implement response protocols as documented in Safe Back to School Plan.  
College will contact Kitsap Public Health Department to report the positive case.  
For more information, see: Confirmation of a Confirmed COVID-19 Case on Campus. | **On-Campus**: Notify Instructor or Supervisor, Human Resources, and/or COVID-19-questions@olympic.edu.  
Facilities to implement response protocols as documented in Safe Back to School Plan.  
**Off-Campus**: The ill individual should contact their healthcare provider to determine if a COVID-19 test is needed and notify Instructor or Supervisor, Human Resources, and/or COVID-19-questions@olympic.edu if they get tested.  
For more information, see: Developing Any Symptoms of Illness While on Campus - No Positive COVID Test. | Notify Instructor or Supervisor, Human Resources, and/or COVID-19-questions@olympic.edu.  
Facilities to implement response protocols as documented in Safe Back to School Plan.  
The individual should contact their healthcare provider to determine if a COVID-19 test is needed.  
For more information, see: Close Contact with and Individual Who Tests Positive for COVID-19. |
<table>
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</thead>
<tbody>
<tr>
<td><strong>Communications Guidance</strong></td>
<td>• Message to students and employees directly affected.</td>
<td>• Message to students and employees directly affected only.</td>
<td>• Message to students and employees directly affected only.</td>
</tr>
<tr>
<td></td>
<td>• Message to all students and employees.</td>
<td>• Do not share confidential information, i.e., names.</td>
<td>• Do not share confidential information, i.e., names.</td>
</tr>
<tr>
<td></td>
<td>• Do not share confidential information, i.e., names.</td>
<td>• See corresponding boilerplate responses below.</td>
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<td></td>
<td></td>
</tr>
<tr>
<td><strong>Return to work/school Guidance</strong></td>
<td>• You have been fever-free for at least 24 hours without the use of fever-reducing medication;</td>
<td>• You have been fever-free for at least 24 hours without the use of fever-reducing medication;</td>
<td>• The individual will be advised to stay home (self-quarantine) and avoid public places for 14 days;</td>
</tr>
<tr>
<td></td>
<td>• <strong>AND</strong> Your symptoms have gotten better;</td>
<td>• <strong>AND</strong> Your symptoms have gotten better;</td>
<td>• <strong>AND</strong> to keep track of their health for signs of fever, cough, trouble breathing, and other COVID-19 symptoms for 14 days after the last day they were in contact with the sick person, and stay home for 14 calendar days after last exposure to the COVID-19 case.</td>
</tr>
<tr>
<td></td>
<td>• <strong>AND</strong> at least 10 days have gone by since your symptoms first appeared, or at least 10 days have transpired since diagnosis if you are asymptomatic.</td>
<td>• <strong>AND</strong> at least 10 days have gone by since your symptoms first appeared.</td>
<td>• <strong>Note:</strong> If COVID-19 illness is confirmed, use the 10-day isolation guidance for a COVID-19 case from the onset date.</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Note:</strong> If at any point COVID-19 illness is confirmed, use the 10-day isolation guidance listed under COVID-19 positive column on this chart.</td>
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</tr>
</tbody>
</table>

*Note:* If COVID-19 illness is confirmed, use the 10-day isolation guidance for a COVID-19 case from the onset date.
<table>
<thead>
<tr>
<th>Status</th>
<th>COVID-19 positive</th>
<th>COVID-19 symptoms, no positive test</th>
<th>Close contact with COVID-19 positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Missed work/school</td>
<td>Students: See Student Handbook and contact professors for additional information. Employees: See Leave &amp; Benefit Policies section of Safe Back to School plan; contact HR for additional information.</td>
<td>Students: See Student Handbook and contact professors for additional information. Employees: See Leave &amp; Benefit Policies section of Safe Back to School plan; contact HR for additional information.</td>
<td>Students: See Student Handbook and contact professors for additional information. Employees: See Leave &amp; Benefit Policies section of Safe Back to School plan; contact HR for additional information.</td>
</tr>
</tbody>
</table>
Personal Protective Equipment

Personal Protective Equipment (PPE), as appropriate or required, for the activity being performed shall be provided by the College to employees. This may include gloves, goggles, face shields, and face masks as appropriate to the activity being performed. OSHA, WISHA, and L & I requirements shall be followed in determining appropriate PPE for employees. Students will follow the protocols of the course they are in and the instructional activities taking place.


Other PPE will be worn as required by the specific academic program or by an individual's specific work task.

Custodial Crew PPE
Custodial crew members are required to wear gloves when cleaning at all times. When there is a suspected case of COVID-19 on campus, the custodial crew will follow the recommendations of the CDC and Labor and Industries (L&I) regarding additional PPE usage. Custodial employees shall wear face coverings as required by College policy and the applicable state guidelines.

Maintenance Crew and Those Who Work in High Traveled Areas
Maintenance crew members are recommended to wear nitrile gloves. Employees will wear fabric/cloth face coverings or surgical-style disposable masks at their own discretion when they are not working within 6 feet of another individual. When working within 6 feet of another individual, they will be required to wear a cloth mask. See the below section on face coverings for further information.

Insufficient Supply of PPE
If a program cannot obtain or provide the PPE outlined in this plan and required by the relevant L&I, WISHA, and OSHA requirements, that specific program will cease all in-person activities until such PPE is available.
Face Coverings

Olympic College will supply a face covering to all employees who need one. Facial coverings must be worn by every employee, instructor, and student not working alone (“alone” means no chance of human interaction) at the location, and by all patients and clients except for those receiving esthetician services, unless their exposure dictates a higher level of protection under Department of Labor & Industries safety and health rules and guidance.

Employees working with deaf or hard of hearing peers or students/visitors may temporarily remove masks while communicating to accommodate facial expression and lip reading. If masks are removed in these instances, physical distancing must be maintained. Clear face shields may be available for use in these circumstances when allowed by L & I regulations.

Per the Washington State Secretary of Health Order 20-3, a face covering must:

- Fit snugly against the sides of the face;
- Completely cover the nose and mouth;
- Be secured with ties, ear loops, elastic bands, or other equally effective method;
- Include at least one layer of cloth, although multiple layers are strongly recommended;
- Allow for breathing without restriction; and
- Be capable of being laundered and machine dried without damage or change to shape.

A face covering may also be a mask or covering that provides a higher level of protection than a cloth face covering, such as an N95 mask, though people are generally encouraged to use cloth/fabric face coverings to preserve access to these higher-grade face coverings for health care and other settings where they are most needed.

Exceptions to Wearing a Face Covering:

- When working in an office alone with the door closed;
- When working alone in an enclosed cab of equipment or vehicles;
- When working alone outside in fields, woods, or open area with no anticipated contact with others;

If an employee has a disability that would prevent them from wearing a face covering, they should contact Human Resources for guidance and accommodations. Students with a disability that would prevent them from wearing a face covering should contact Access Services for guidance.
Mask Type Based on Risk Level

The following guidance is from the Washington State Department of Labor & Industries guidance on the use of Face Coverings and Respirators in the workplace and describes the appropriate mask type based on the activities' risk level.

**Negligible Risk**
Employees working alone or driving by themselves are not required to wear a cloth face covering because the risk for transmission is negligible (very low). "Alone" means the employee is isolated from interactions with others and has little or no expectation of in-person interruptions. If someone working alone has to pass another person once or twice a day, they should stay at least six feet away to maintain negligible risk. If that isn't possible, then a cloth face covering is required during passing.

**Required Mask Type:** NONE

**Low Risk**
A reusable cloth face covering is required when the risk for transmission is low. The risk for transmission is low when employee’s workaround or travel with others and stay at least six feet apart, except for briefly passing by others up to several times a day. Risk is also considered low when one or two workers provide personal services to healthy clients who also wear a cloth face covering.

**Required Mask Type:** Reusable Cloth/Fabric Face Covering (NOTE: There are no official guidelines regarding cloth weight or number of layers for face masks used in low-risk settings.)

**Medium Risk**
Masks are required when the risk for transmission is medium. Examples of masks include disposable dust masks used for hobbies but not approved by the National Institute for Occupational Safety and Health (NIOSH); surgical-style masks not approved by the FDA; and masks such as KN90s or KN95s approved in other countries. The risk for transmission is generally considered medium when workers stay at least six feet away from others except for several times throughout the day when the six-foot distance is broken for several minutes, and prevention measures such as physical barriers are not feasible.

**Required Mask Type:** KN95, surgical-style mask, hobby dust mask

**High Risk**
Respirators are required when the risk for transmission is high. Respirators for high-risk activities must be approved by the National Institute for Occupational Safety and Health (NIOSH) or by an equivalent approval body from outside the United States. Examples include elastomeric (rubber-like) half-or full-facepiece respirators with cartridges, tight or loose-fitting powered air-purifying respirators (PAPRs) with particulate cartridges, and filtering facepiece N-, R-, or P-95s to 100s (when supplies allow). The risk for transmission is considered high when employees work or travel within three feet of others for more than 10 minutes an hour many times a day, and other prevention measures aren't feasible.
Risk is also considered high when workers:

- Clean and sanitize areas recently occupied by someone with known COVID-19 illness.
- Provide services in residences of clients with known COVID-19 illness.
- Perform procedures that aerosolize saliva, mucous, or secretions from eyes; or that cause increased or forced breathing, coughs, sneezes, or yawning.

**Required Mask Type:** N95 filtering facepiece

Further guidance regarding facial covering and mask usage can be found at the Labor and Industries site here: [https://www.lni.wa.gov/forms-publications/F414-168-000.pdf](https://www.lni.wa.gov/forms-publications/F414-168-000.pdf)
Social Distancing

General
The following social distancing practices shall be followed at all OC facilities and by all programs:

- Six feet of separation must be maintained between individuals, whenever possible, while on campus;
- If six feet of spacing cannot be maintained, physical non-permeable barriers may be used. Additional engineering and administrative controls may be used as well;
- Students/faculty/staff will be provided with personal protective equipment as required or appropriate;
- Students are encouraged to enter each building and go directly to their instructional location;
- Loitering in halls is discouraged;
- At the end of each instructional session, students should be encouraged to directly exit the building and leave the campus;
- Students may wait for their class/activity outside if proper distance is maintained;
- Buildings will have access hours set and enforced by the College. Employees should not be on campus outside of the operating hours unless required by their job duties;
- To control and monitor social distancing, the following methods may be used:
  - Staggered start times;
  - Working in shifts to split large groups into smaller groups;
  - Allowing only one group at a time in a given space;
  - Controlled entry into buildings;
  - Controlled traffic patterns (i.e., one-way path of travel); and
  - Social distancing markers on the floor in areas where congregation may occur.

Gatherings and In-Person Class Size
Currently, there are no class size limits identified in the Governor’s Proclamation 20-12.2 – Higher Education Fall 2020. However, social gatherings are limited to the specified maximums outlined in the Healthy Washington – Roadmap to Recovery plan. In the plan, Washington State is subdivided into eight (8) regions, with Olympic College operating in the Northwest Region. Each region will move along the continuum of reopening phases (forward and back) based on the attainment of certain metrics. For a complete list of metrics, a full copy of the Healthy Washington – Roadmap to Recovery can be found in Appendix C. As in previous recovery plans, the number of people allowed at a gathering is limited based on the phase the specific region is in, and the location of the gathering (indoor vs. outdoor):

- **Phase 1** – Indoor Gatherings Prohibited; Outdoor Gatherings limited to a maximum of 10 people from outside your household, limit 2 households.
• **Phase 2** – Max of 5 people from outside your household, limit 2 households for Indoor gatherings; Max of 15 people from outside your household, limit 2 households.

Gatherings will be prevented by taking breaks outside and in shifts, as needed. During breaks, strict adherence to social distancing, including maintaining a 6-foot separation between individuals, is required.

Group sizes for in-person instructional activities will primarily be determined by the available space within the identified instructional setting. In most cases, instructional spaces can accommodate a minimum of 12 to a maximum of 16–20 students, with the largest spaces handling 20 to 30 students, when social distancing measures are in place.
Campus Spaces and Choke Point Mitigation

Campus spaces, choke points, and high-risk locations will be identified with signage and managed as indicated below.

Floor Marking Tape and Decals

Solid Yellow Tape: Indicates walkways. In most hallways, traffic flow is on the right side of the hallway. Students and employees should cross over only when entering a room. In limited areas, walkways will be between yellow lines to guide persons through the space.

Yellow and Black Stripes: This indicates an area to be kept clear or not to be crossed for health and safety reasons. In some hallways, areas that are delineated with yellow and black stripes across the hall indicate a do not cross the barrier, usually in conjunction with one-way traffic. It also is used to indicate areas where only one person may be at a time. If a discrete area is delineated, do not place objects within this area or remain in the area.

Solid Red Tape: Any equipment or seating behind a solid red line is not available for use. It can be considered to be "Red Tagged."

Red and White Stripes: This designates areas that must be kept clear for fire safety (egress, access to fire equipment, alarms, etc.).

Decals: Floor decals have been placed to indicate where people should stand in queues, traffic flow directions, and in areas marking where not to enter a building.

Classrooms:

- Classrooms will have seating spaced 6 feet apart;
- Some classrooms may not be available;
- Non-permeable barriers may be set up if necessary or if 6-foot separation is not practical;
- Floor markings may be placed on the floor or on desks/tables in classrooms to identify where students should stand or sit;
- Facilities Services will set up the classrooms to comply with the distancing guidelines; re-arrangement of furniture shall be prohibited;
- Classrooms with two doors may have one designated as an entrance only and one as an exit only;
- Best practices include having the door be opened by the instructor using an approved doorstop at the beginning and end of class periods with the door closed at all other times. If automatic hold opens are installed, they should be used. The doorstops should not be left in the doors to comply with the fire code.
Hallways and Stairwells:
- Furniture may be removed or cordoned off to prevent gathering;
- Hallways and stairwells may be designated as one-way traffic;
- Signage will be placed to encourage movement. Employees, students, and visitors are expected to follow one-way hallway arrows and signage;
- Traffic will keep to the right of the hallway or stairwell; floor lines may be placed to indicate traffic flow as described above;
- Other measures to ensure social distancing may be enacted as needed;

Labs (including Computer Labs):
- In laboratory spaces, the laboratory technician/instructor will be responsible for ensuring spacing is planned and maintained according to the social distancing requirements of this plan;
- Facilities will assist with floor markings and identifying walkways;

Offices:
- Floor layouts of office spaces may be changed to assure social distancing;
- Physical barriers may be put in place in areas where social distancing is not possible or members of the public frequent the area and social distancing is not possible;
- Private office doors should be kept closed. This provides a physical barrier to allow hallway traffic;
- Traffic routes through office areas should be established to ensure distancing is maintained. This should be determined by the departmental supervisor;
- Alternating work shifts are recommended for shared offices where distancing and engineering controls are not practical;
- All work that can be done remotely should continue to be performed remotely.

Conference Rooms:
- Conference room utilization should be severely limited due to the requirements of social distancing. All meetings that can take place remotely, must be done remotely. These rooms must be scheduled through room scheduling and will be kept locked when not in use;
- Meetings should be conducted online via Microsoft Teams or Zoom whenever possible, even when all attendees are on campus. In-person meetings should be avoided.
  - For Institutions of Higher Education, meetings are governed by the same principles for “gatherings” as described in the Healthy Washington – Roadmap to Recovery:
    - **Phase 1 – Indoor**: Gatherings Prohibited; **Outdoor**: Gatherings limited to a maximum of 10 people from outside your household, limit 2 households.
    - **Phase 2 – Indoor**: Max of 5 people from outside your household, limit 2 households for Indoor gatherings; **Outdoor**: Max of 15 people from outside your household, limit 2 households.
Breakrooms:

- Occupancy of breakrooms, kitchens, and lounges is severely limited due to social distancing. Olympic College recognizes that having such an area available for employees is beneficial to everyone at Olympic College and may be covered in the Collective Bargaining Agreement(s);
- Breakrooms will not be closed and have been kept on full-service schedule for custodial services throughout the pandemic.
- Seating may be reduced or re-arranged to comply with social distancing requirements.
- Breaks should be staggered to avoid too many people in the break areas at the same time. Employees should wipe down microwaves and countertops after they use the area with an approved disinfectant.

Restrooms:

- Restrooms on campus will be open and are monitored daily by Custodial Services;
- If they have been used, they will be cleaned according to custodial services procedure. If no usage has occurred, the toilets are to be flushed and water run in each sink.
- Masks/facial coverings are to be worn in all public areas, including the restrooms;
- People should be respectful of each other and should step outside until someone vacates the space if all available stalls/urinals are in use;
- Stalls act as a physical barrier between persons, closure of stalls is not necessary;
- Some urinals may be closed to ensure proper distancing;
- Custodial Services will fully clean the restrooms once per day. Increasing cleaning frequency would result in a reduction in service elsewhere. It is recommended that people follow normal hygienic practices in public restrooms, as this has been shown to be effective in preventing disease transmission. These practices include:
  - Do not touch your face or hands while using the facilities;
  - Do not use your phone (Cell phones are some of the most biologically active devices we have on our persons);
  - Wash your hands after using the restrooms;
  - Use a paper towel to shut off the faucets;
  - Use the restroom as needed in an efficient manner;
- Cleaning wipes should not be placed in toilets. They damage the plumbing.
Sanitation and Cleanliness

Locations for Washing Hands and Sanitizing

All campus restrooms and handwashing stations will be equipped with social distancing decals and signs, along with handwashing instructions. Each program that begins instruction on campus will have access to a handwashing area in a nearby restroom and in the classroom/lab teaching area when available.

All students and employees are encouraged to wash their hands regularly:

- Before and after using the restroom;
- Before and after eating;
- After coughing, sneezing, or blowing their nose; and
- At every glove/PPE change, if appropriate;

Restrooms

Restrooms located on each floor in campus buildings will be the primary source and location for handwashing stations. Restrooms that are identified as being used for a work area or instructional activity will be cleaned and refreshed with supplies daily by Custodial Services. All restrooms and handwashing stations will be equipped with social distancing decals and signs, along with handwashing instructions.

Portable Handwashing Stations

Currently, there is no identified need for Portable Handwashing Stations at Olympic College. However, if outdoor instructional areas are identified or used, or if porta-potties are placed by the College or a contracted vendor, a portable handwashing station shall be provided as required by WAC 296-155-140 w (a) – (f). The EOC will determine the appropriate type and location for portable handwashing stations if deemed necessary.

Hand Sanitizer

Olympic College has installed hand sanitizer dispensers at building entrances and in public and heavily trafficked areas of buildings. Olympic College will provide in public areas a benzalkonium chloride-based hand sanitizer that offers greater interoperability with different delivery methods. The legacy ethyl or isopropyl alcohol-based sanitizers (with at least 60% alcohol) will continue to be supported as supplies are available. Hand Sanitizers do not substitute the need for proper handwashing, and the use of hand sanitizer will not be required unless it is an industry standard for the activity being performed. Due to the low usage and high failure rates, the College is moving toward no longer equipping individual classrooms with hand sanitizer dispensers.
Areas That Will Have Facilities Supported Hand Sanitizer Dispensers:

- Hallways outside of public restrooms;
- Building main entrance lobbies;
- Mission Critical Areas as identified by Custodial Services;
- All healthcare settings (real and simulated) will have Facilities Supported dispensers using the alcohol-based product as per CDC regulations.

Disinfectants and Supplies

Disinfectants are regulated by the Environmental Protection Agency. Olympic College will provide disinfectants for use in areas and locations where work or instructional activities are occurring. These may include Oxivir Five 16 disinfectant, Oxivir One, or Oxivir TB (requiring 1 to 5-minute dwell time), or legacy quaternary sanitizer products that require 10-minute dwell time and rinsing after use. Each product should be used according to the manufacturer’s recommendations. Paper towels or microfiber towels will be provided for use with these disinfectants. No other disinfectants may be used by individual departments or programs unless approved by Facilities. Disinfectants should be listed by the EPA and must be properly labeled.

Cleaning Wipes

Cleaning wipes (Oxivir TB) are provided primarily for use by Information Technology (IT) for use in decontaminating equipment. Other programs also may be supplied wipes as needed and only if available supplies can support their usage. Due to their short supply, not all locations are being provided cleaning wipes. Spray disinfectants should be used whenever possible. Clorox/Lysol wipes may be used if available, but effectiveness requires 10-minute dwell time. These should not be used in conjunction with any other disinfectants.

Cleaning wipes will also be provided for use in college vehicles to disinfect between drivers.

Shared Tools and Equipment

Any tool or equipment used by more than one individual must be sanitized between users. Disinfectants, which may include cleaning wipes, will be supplied by Custodial Services and should be used as directed. The primary disinfection/sanitization of shared tools or equipment is the responsibility of each department or program to complete. The use of disposable gloves, where safe, is encouraged.
Custodial Services Response and Mitigation

Custodial Primary Priorities

College custodial staff will sanitize high touch surfaces in areas used each day by instructors, students, and public areas used by employees following industry best practices. These spaces include:

- Classrooms;
- Instructional and Computer Labs;
- Public areas;
- Copier areas;
- Shared kitchen areas;
- Break areas; and,
- Restrooms.

Private offices are to be excluded from daily custodial cleaning, and the cleaning of which will be the responsibility of the occupant. These areas will be supplied with disinfectant and microfiber towels for the occupants to perform their own routine disinfection. Employee Personal Workspace Cleaning training is available and will be offered for employees working on campus.

Trash cans should be placed in hallways or areas designated by custodial services as gathering points for service, if they need to be emptied.

**High touch surfaces have been identified to include, but are not necessarily limited to:**

**Classrooms and Labs:**
- Door handles;
- Light switches;
- Desks or Tables;
- Push plates;
- Phones;
- Keyboards at teaching stations.

**Restrooms:**
- Door handles;
- Stools;
- Urinals;
- Sinks;
- Counters;
- Stall door hardware.
Shared Areas:
- Door handles;
- Light switches;
- Phones;
- Sinks;
- Food Prep Areas.

Cleaning Frequencies

_Unoccupied Buildings:_ All unoccupied buildings will receive a one-time, detailed deep cleaning and disinfection using [EPA-registered disinfectants](https://www.epa.gov/. Routine custodial cleaning along with the enhanced cleaning frequency will resume once the buildings are occupied again.

_Occupied Buildings:_ In addition to routine custodial cleaning, cleaning frequency has been increased to clean and disinfect common areas and commonly touched surfaces in occupied buildings. Touchpoints such as entrance handles, handrails, elevator buttons, tables, restroom stall handles/doors are being cleaned at least once daily, five days a week, using [EPA-registered disinfectants](https://www.epa.gov/). Some areas of the campus, specific to the operation, clean to the standard of their department or unit’s operational needs.

As more employees and students return to campus, increasing the frequency of high touch points in buildings may be necessary. This includes the following:
- Restrooms servicing/touch point cleaning;
- Public entry area touch points;
- Other areas determined by Facilities to be in need of additional servicing.

Custodial Training

All custodial employees engaged in cleaning efforts will have completed "Acute Care Facility," "Pandemic Cleaning," and "Post Pandemic Cleaning" modules in the Cleancheck Training System as part of the focused COVID-19 training. Employees will be trained on the chemicals they are using to clean their own areas in accordance with OSHA’s requirement for Hazard Communication.

General Protocols

- Custodial staff are to complete the required screening before commencing work daily;
- Custodians will adhere to social distancing requirements whenever possible and wear the required facial coverings when they are unable to maintain the 6 feet distancing;
- Breaks may be staggered so that social distancing can be maintained;
- Custodial staff will wash their hands at every glove change and at the start and end of their shift;
- Custodial staff should not return to work until they meet the return-to-work requirements listed above;
- ATP testing for biofilm may be conducted on cleaned surfaces.
Cleaning when there is not a suspected COVID-19: Normal Procedures
Appropriate PPE shall be worn according to the recommendations of the CDC and Washington Department of Labor and Industries. Custodial Services Standard Operating Guidelines will be followed, along with frequencies set by the Buildings and Grounds Supervisor.

Cleaning when there is a confirmed case of COVID-19 on Campus
Appropriate PPE shall be worn, according to recommendations by the CDC and Washington Department of Labor and Industries. Cleaning procedures will follow Isolation Room cleaning procedures, as shown in the Cleancheck Training System, if the area must be returned to operational status rapidly. If more than 48 hours have passed since the last instance, an infected individual has been on campus and the initial onset of their symptoms, normal cleaning procedures may be followed upon consultation with the Kitsap Public Health District, as this would not be considered as a confirmed case on campus.

Additionally:

- If a person(s) becomes ill while on campus, the areas the ill person or persons occupied may be closed for a minimum of 24-48 hours from the time that person or persons leave the area. The closure may extend up to 1 calendar week or longer if deemed appropriate;
- An assessment will be made to determine all areas on campus that the ill person occupied. To the extent possible, all of these areas will be closed for 24-48 hours;
- Door hangers identifying the area awaiting decontamination may be placed on the door;
- Door will be locked, and if present, the electronic lock will be set to card/pin access only;
- Custodial and other staff will be notified, as necessary, that there was a confirmed case of COVID-19 in their area and will, if appropriate, be informed of all suspected areas that the person occupied;
- PPE appropriate for the pathogen shall be worn;
- Decontamination will follow industry best practices, CDC guidelines and any recommendations of the authority having jurisdiction (such as the Washington State Department of Health or the Kitsap Public Health District);
- Decontamination may include a combination of the following means: chemical, mechanical, UV-C radiation, and live steam;
- Decontamination methods shall be used to disinfect as per health care Isolation Room standards;
- Hard to disinfect items may be disposed of as biohazard waste if no effective method exists to decontaminate on-site;
- Outside windows may be opened, and air circulation may be adjusted if appropriate;
- When appropriate and possible, the number of air changes per hour for the room will be increased; 100% outside air should be supplied when possible;
- Blinds and curtains may be directed to be opened;
- When appropriate and possible, the number of air changes per hour for the room will be increased; 100% outside air should be supplied when possible;
• Designated personnel may conduct ATP testing for biofilm after cleaning is completed to indicate (by inference) the level of effectiveness of the cleaning process.
Leave and Benefit Policies

Olympic College's leave and benefit policies and benefits information can be found on the Human Resources website, located here: https://www.olympic.edu/staff-faculty/human-resources/policies-procedures. For any leave or benefit related questions, please contact Jacquie Curry, Deputy Director of Human Resources, at 360-475-7307 or jcurry@olympic.edu. You may also send your inquiries to HR@olympic.edu.

Applicable benefit policies include, but are not limited to:

- Vacation Benefits*
- Sick Leave Benefits*
- Family Medical Leave (FMLA)
  - FMLA Expansion & Emergency Paid Sick Leave 2020
- Shared Leave Policy
- Families First Coronavirus Response Act Notice 2020
- Unemployment Benefits

*As detailed in the Employee Handbook.

Additionally, Congress recently passed HR 6201, the Families First Coronavirus Response Act (FFCRA or Act). The two sections of the Act that impact retirement reporting are:

- Section 3101 - Emergency Family and Medical Leave Expansion Act
- Section 5101 - Emergency Paid Sick Leave Act

The Act requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The U.S. Department of Labor's Wage and Hour Division administers and enforces the new law's paid leave requirements.

The FFCRA provisions were originally scheduled to expire December 31st, 2020. However, as part of the end of year stimulus package, the federal government extended the FFCRA tax credit through March 31st, 2021. Olympic College will continue offering these benefits through March 31st, 2021.

Generally, the Act provides that employees of covered employers are eligible for:

- Two weeks (up to 80 hours) of paid sick leave at the normal rate of pay – when the employee is quarantined and unable to work because of COVID-19.
- Two weeks (up to 80 hours) of paid sick leave at 2/3 rate of pay – when the employee is caring for someone else because of COVID-19.
- Up to an additional 10 weeks of paid expanded FMLA at 2/3 rate of pay – when the employee must care for child who is home because of COVID-19.
A COVID-19 Scenarios & Benefits Available Guide has been produced by the Department of Social and Human Services, partnered with the Washington Attorney General's Office and Office of Financial Management. Please see Appendix G below.
Departmental and Programmatic Provisions

All programs wanting to hold in-person instructional activities, or any department wanting to reestablish in-person services by employees who are not on the critical personnel list, are required to submit a Safe Start Plan. That plan must satisfactorily address the requirements contained in this document, Proclamation 20-12.2, the Campus Reopening Guide, and any other regulatory source as applicable to Institutions of Higher Education in Washington State or industry specific guidance when available (such as food service, recreation, etc.). A template will be made available to each program or department to aid in this process.

The Safe Start Plan must be developed in conjunction with, or under the direction of, the departmental supervisor and their respective Executive Team member. Safe Start plans are to be submitted to the Safe Start Task Force at SafeStart@olympic.edu. The Safe Start Task Force will review the plans for compliance with the Safe Back to School Plan, Proclamation 20-12.2, and all other regulatory sources as applicable to institutions of Higher Education in Washington State. After the review and revision process, the Safe Start Task Force will make a recommendation to the Executive Team who will be the body responsible for approving or denying the departmental or programmatic Safe Start Plans. Previously approved departmental or programmatic plans will be updated to align with any new requirements or guidance put forth by the State of Washington or Federal Government.

Athletics

The Athletics Department will meet the requirements of this document and all other requirements specified by the NWAC (Northwest Athletic Conference) return-to-play guidelines (See Appendix E). They will be required to submit a Safe Start Plan for each sport they choose to bring back.

Food Services

At this time, food service operations have been suspended college-wide. If and when the College decides to resume food service, this plan will be updated to reflect the policies, procedures, and protocols for food service.

Residence Hall

See Appendix F for Residence Hall specific information.
Site Access and Visitor/Vendor/Contractor Expectations

Expectations For All
Failure of any employee/student/visitor/contractor to follow the procedures and policies outlined in this document will result in that person or persons being sent home or removed from campus. Repeated violations may result in administrative action, disciplinary action up to and including termination as governed by policy and appropriate bargaining agreement, or Criminal Trespass action to remove the offender[s] from campus.

The set hours of operation (8:00 am – 4:30 pm) for Olympic College facilities will be followed. Employee access outside of the official hours will require the approval of the appropriate Executive Team member (with a notification to Campus Security) and must be for essential work (i.e., Custodial, Security, Instruction, emergency responses by college personnel or contractors, etc.).

Visitors
Visitors to campus will not be permitted. Only persons providing or receiving a service related to the operations of the College, or participating in any COVID-19 related service open to the community, are permitted to be in buildings or activity spaces. Employees shall not bring their children, spouses, relatives, or friends to their place of work unless that person(s) is receiving services provided by the College or providing a service to the College under a recognized contract or vendor relationship. Volunteers are not permitted inside the work or activity areas, but may be in outdoor areas on campus provided they meet all requirements of this document.

Service Contractor & Vendor Expectations Prior To Arrival on Campus and While on Campus
Service Contractors and Vendors will be expected to submit a Safe Start Plan prior to arrival on campus if they will be on campus for longer than 2 consecutive days. Each employee of the contractor or vendor will be expected to complete a health screening form prior to or immediately upon arrival on campus. All employees of contractors and vendors must abide by the face covering, social distancing, and hygiene requirements that are outlined in this plan and expected of all individuals on campus. Contractors and vendors will abide by travel restrictions in place by the State of Washington and will support contact tracing efforts.
References and Resources

Proclamations from the Governor & Campus Reopening Guide

- [https://www.governor.wa.gov/sites/default/files/proclamations/proc_20-12.2.pdf](https://www.governor.wa.gov/sites/default/files/proclamations/proc_20-12.2.pdf)

Health Washington – Roadmap to Recovery


Centers for Disease Control and Prevention (CDC)


Washington State Department of Health

- [https://www.doh.wa.gov/Coronavirus/workplace](https://www.doh.wa.gov/Coronavirus/workplace)
- [https://www.doh.wa.gov/Emergencies/NovelCoronavirusOutbreak2020/HealthEducation](https://www.doh.wa.gov/Emergencies/NovelCoronavirusOutbreak2020/HealthEducation)
- [https://www.doh.wa.gov/Emergencies/COVID19/ResourcesandRecommendations/PersonsWhoareatHigherRiskforSeriousIllness](https://www.doh.wa.gov/Emergencies/COVID19/ResourcesandRecommendations/PersonsWhoareatHigherRiskforSeriousIllness)

Labor & Industries


OSHA Guidance on Preparing Workplace for COVID-19

- [https://www.osha.gov/Publications/OSHA3990.pdf](https://www.osha.gov/Publications/OSHA3990.pdf)

COVID-19 Reopening Guidance for Businesses and Workers

Appendix A: Proclamation 20-12.2 Higher Education
Fall 2020

PROCLAMATION BY THE GOVERNOR
AMENDING PROCLAMATIONS 20-05 AND 20-12

20-12.2
Higher Education

WHEREAS, on February 29, 2020, I issued Proclamation 20-05, proclaiming a State of Emergency for all counties throughout Washington State as a result of the coronavirus disease 2019 (COVID-19) outbreak in the United States and confirmed person-to-person spread of COVID-19 in Washington State; and

WHEREAS, as a result of the continued worldwide spread of COVID-19, its significant progression in Washington State, and the high risk it poses to our most vulnerable populations, I have subsequently issued several amendatory proclamations, exercising my emergency powers under RCW 43.06.220 by prohibiting certain activities and waiving and suspending specified laws and regulations, including issuance of Proclamations 20-25, et seq., which prohibited all people in Washington State from leaving their homes except to participate in certain permitted activities, within the limitations therein; and

WHEREAS, the COVID-19 disease, caused by a virus that spreads easily from person to person, which may result in serious illness or death and has been classified by the World Health Organization as a worldwide pandemic, has broadly spread throughout Washington State and remains a significant health risk to all of our people, especially members of our most vulnerable populations; and

WHEREAS, during early stages of the COVID-19 pandemic, health professionals and epidemiological modeling experts indicated that the spread of COVID-19, if left unchecked, threatened to overwhelm portions of Washington’s public and private health-care system; and

WHEREAS, health professionals and epidemiological modeling experts indicated that continued normal operation of public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs could increase the spread of COVID-19 throughout Washington and would increase the threat to our residents and our health system; and

WHEREAS, many public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs recognized the risk of continued in-person classes and unilaterally moved to remote instruction or implemented alternative learning options to address physical distancing recommendations; and
WHEREAS, on March 13, 2020, I issued Proclamation 20-12 prohibiting public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs from conducting in-person classroom instruction and lectures related to all educational and apprenticeship related programs; and

WHEREAS, the prohibitions in Proclamation 20-12 expired on April 24, 2020, but public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs have remained in modified operation, including remote learning and certain programs for essential workers; and

WHEREAS, Washington’s public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs are an important part of our economy and are vital to the educational, social, and economic needs of Washingtonians; and

WHEREAS, using remote learning to replace most classroom instruction creates challenges to access for many Washingtonians; and

WHEREAS, the progression of COVID-19 in Washington State shows ethnic disparities in health impacts which are likely to increase ethnic disparities in access and success in post-secondary education requiring the State and all of our campuses and programs to understand how these challenges affect our students and to work to minimize these impacts; and

WHEREAS, although public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs have made tremendous efforts to continue to function through remote learning, returning to campus and these facilities as soon as can be safely accomplished will benefit Washington; and

WHEREAS, although the Department of Health indicates that COVID-19 is an ongoing, present threat in Washington State, health professionals predict that we can safely return to campus at our public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs in fall 2020 if appropriate safety measures are in place and if both students and personnel adhere to those measures; and

WHEREAS, the nature of COVID-19 viral transmission, including both asymptomatic and symptomatic spread as well as the relatively high infectious nature, suggests it is appropriate to physically return to campus and programs at public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs only through a science-based approach the incorporates safety, sanitation, and physical distancing guidelines; and

WHEREAS, during the initial return to campus in the fall of 2020, there have been more than 35 COVID-19 outbreaks linked to public and private institutions of higher education, and some higher education institutions have seen a substantial increase in COVID-19 positive cases that are tied to both congregate living arrangements, including fraternities and sororities, and also large social gatherings of students, thereby triggering the need to increase safety measures to address these outbreaks; and
WHEREAS, public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs will continue to need to prepare to be flexible to pivot in whole or in part to remote learning if there is an increase of COVID-19 in their county or within their educational community, or to impose or enforce additional safety measures when causes of outbreaks are identified; and

WHEREAS, the worldwide COVID-19 pandemic and its progression in Washington State continue to threaten the life and health of our people as well as the economy of Washington State, and remain a public disaster affecting life, health, property or the public peace; and

WHEREAS, the Washington State Department of Health continues to maintain a Public Health Incident Management Team in coordination with the State Emergency Operations Center and other supporting state agencies to manage the public health aspects of the incident; and

WHEREAS, the Washington State Military Department Emergency Management Division, through the State Emergency Operations Center, continues coordinating resources across state government to support the Department of Health and local health officials in alleviating the impacts to people, property, and infrastructure, and continues coordinating with the Department of Health in assessing the impacts and long-term effects of the incident on Washington State and its people.

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, as a result of the above-noted situation, and under Chapters 38.08, 38.52 and 43.06 RCW, do hereby proclaim and order that a State of Emergency continues to exist in all counties of Washington State, that Proclamation 20-05 and all amendments thereto remain in effect as amended, and that, to help preserve and maintain life, health, property or the public peace pursuant to RCW 43.06.220(1)(h), Proclamations 20-05 and 20-25, et seq., continue in effect except as amended herein, to allow for a physical return in fall 2020 to campuses and programs at public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs and continued housing in fraternities, sororities, and similar congregate student housing provided certain requirements are and continue to be satisfied.

FURTHERMORE, public and private universities, colleges, technical schools, apprenticeship programs, and similar schools and programs, in all phases of reopening, are prohibited from providing general instruction, to include in-person classroom instruction, lectures and similar educational gatherings, except when they implement, follow, and enforce the requirements specified below, subject to any directions, requirements, or exceptions issued by, in order of precedence, the Governor, the Secretary of Health, a local health officer, or a delegate of thereof. Higher education facilities in counties in Phase 1 or modified Phase 1 are further prohibited from operating except as allowed by local health departments in consultation with the state health department.

CAMPUS SAFETY

- Adhere to all federal, state and local public health and workplace safety requirements;
- Develop comprehensive plans (“Safe Back to School Plan”) based on the Campus Reopening Guide prepared by the Higher Education Re-Opening Work Group. The plan must meet all standards for reopening in accordance with federal, state and local health requirements (to
include Safe Start proclamations and guidance), and make available a copy of these plans at each location on campus;

- Follow state return to work guidance to include allowing work from home for operations able to be performed remotely;
- Maintain minimum physical distancing whenever possible of six feet between all on-campus personnel, including with visitors, and where physical distancing cannot be maintained, implement administrative or engineering controls to minimize exposure;
- Implement and maintain frequent and adequate hand washing policies and include adequate maintenance of supplies;
- Use disposable gloves and other Personal Protective Equipment (PPE) where safe and applicable to prevent transmission on shared items;
- Implement and maintain adequate sanitization of high-touch surfaces and shared resources (e.g., doorknobs, elevators, vending machines, points of sales);
- Implement and maintain a self-certification program through which students and personnel are asked to self-certify that they have experienced no COVID-19 symptoms since last visit to campus facility;
- If students or personnel are experiencing any known COVID-19 symptoms, require that they stay home in isolation or, as provided below, in isolation or quarantine housing provided by the institution, and safely seek COVID-19 testing or medical assessment, being careful to wear a face covering while seeking medical care and minimizing close contact with others;
- Require that students and personnel self-quarantine or isolate per local public health guidelines if they are confirmed to have COVID-19 or have been exposed to a confirmed case;
  - Refer to guidance from the Washington State Department of Health (DOH):
- Develop response protocols for students, personnel, and visitors reporting symptoms and/or confirmed to have COVID-19;
- Avoid non-essential travel by school personnel and require school personnel to self-quarantine per local public health and worker safety guidelines after any high-risk travel as defined by the Centers for Disease Control and Prevention (CDC) or DOH (e.g., international travel);
- Follow state reopening guidelines for travel;
- Follow state guidelines for logging onsite personnel by, to the extent feasible, implementing a program to log students, personnel, and visitors;
- Provide contact information to all students/personnel to report concerns and/or potential violations of the Safe Back-to-School Plan;
- Regularly self-monitor and update the Safe Back-to-School Plan;
- Communicate the Safe Back-to-School Plan to all students and personnel including any future modifications;
- For institutions that operate residential facilities:
  - Limit the occupancy of bedrooms to no more than two residents. This limit does not apply to family members residing together. For purposes of this proclamation, “family member” means an aunt, child, cousin, domestic partner, grandchild, grandparent, parent, sibling, spouse, or uncle, whether biological, adoptive, step, foster, de facto, in loco parentis, or by guardianship. Those sharing a bedroom are not required to wear face coverings when they are in their bedroom, unless a visitor is present, and they are
not required to maintain physical distancing from one another in or out of their bedroom;

- Limit gatherings in residential facilities as follows:
  - A gathering in a bedroom must be limited to the two people who reside in the room and one visitor at a time;
  - A gathering in a residential unit, outside of a bedroom, must be limited to five people at a time, and only one such gathering may occur in a residential unit at a time;
  - A gathering in a residential facility, outside of a residential unit, must be limited to five people at a time in any one room;
  - A gathering in a residential facility, outside of a residential unit, may exceed the limit above if it is for educational purposes and is authorized by the institution, subject to any requirements imposed by the local health officer or DOH;
  - All people gathered must wear face coverings and maintain physical distancing of at least six feet, except as otherwise provided herein or in Order of the Secretary of Health 20-03-1, and any subsequent amendments thereto;
  - Furniture must be moved, gathering spaces must be modified, and attendance must be limited to accommodate the required physical distancing of those gathered. If a gathering space cannot accommodate physical distancing, it must not be used;
  - Family members who reside together are exempt from the above limits on gatherings in bedrooms, residential units, and residential facilities. Family members who reside together may gather anywhere in a residential facility with up to two visitors. Family members who reside together must maintain physical distancing of at least six feet from visitors, but not from one another, when gathered. They must also wear face coverings when gathered with visitors anywhere in a residential facility and when gathered outside the residential unit with or without visitors, except as otherwise provided in Order of the Secretary of Health 20-03-1, and any subsequent amendments thereto;

- Provide isolation and quarantine housing and support services as follows:
  - The institution must provide isolation and quarantine housing and support services to any campus personnel who live in institution-provided housing, any residential student, and any non-residential student who lives in shared housing in proximity to campus who needs to be isolated or quarantined pursuant to this proclamation and cannot be safely isolated or quarantined in their usual place of residence;
  - The institution must provide prompt access to isolation or quarantine housing and support services when informed by personnel or a student that they meet the above criteria for such housing;
  - The institution may charge students and personnel for the costs of providing housing and support services consistent with its policies on institutional aid for students demonstrating financial need and policies on fee waivers;
  - Isolation housing must be sufficiently separated from quarantine housing so that isolated individuals and quarantined individuals can avoid coming into close
contact or using the same spaces or facilities in the housing. Isolation housing must not share a ventilation system with quarantine housing.

- Support services are those services required to meet the individual’s daily needs, including, but not limited to, food and drink, basic supplies, health monitoring, and internet access and other appropriate means of communication;
- The institution must inform all personnel and students of the availability of and directions for obtaining needed access to isolation and quarantine housing:
  - Make diligent efforts to monitor and enforce compliance with the requirements of this proclamation by students and personnel within the institution’s disciplinary authority and procedures and any other applicable authority;
  - Make diligent efforts to arrange for local law enforcement agencies with appropriate jurisdiction to patrol the areas surrounding the campus and enforce the legal requirements imposed by state and local officials limiting the size of gatherings, requiring the wearing of face coverings, requiring physical distancing, and imposing other obligations intended to control and prevent the spread of COVID-19;
  - For institutions with police forces, undertake the patrol and enforcement activities described above in areas within the police force’s jurisdiction; and
- For institutions that do not operate residential facilities, develop a plan with the relevant local health jurisdiction to address the isolation and quarantine needs of any personnel and students who have confirmed or suspected COVID-19 or exposure to an individual confirmed to have COVID-19 and are unable to isolate or quarantine in their usual place of residence.

STUDENT AND PERSONNEL SUPPORT

- Adhere to state and federal law for health and workplace safety during COVID-19 including state “Safe Start” guidance and State Department of Labor & Industries guidelines;
- Provide students and personnel with PPE such as gloves, goggles, face shields, and/or masks as appropriate or required for students/personnel not working alone (e.g. any public-facing job and/or those whose responsibility includes operating within physical distancing limits of six feet), and shut down or suspend any activity if PPE cannot be provided;
- Require students, visitors, and other non-employees to wear face coverings on institution property as required by [Order of the Secretary of Health 20-03.1](https://www.lni.wa.gov/forms-publications/F414-168-000.pdf) and any subsequent amendments thereto;
- Identify available alternative arrangements for students and personnel upon requests or refusals to work due to concerns related to campus safety. Priority should be given for students/personnel who are considered high-risk or vulnerable as defined by public health officials; following state guidelines (to include Safe Start guidance) for COVID-19 scenarios and benefits; and
- Educate students and personnel on symptom detection, sources of high risk to COVID-19, prevention measures, and leave benefits/policies (e.g., UI for personnel that need to self-quarantine), following any education requirements for employers per state COVID-19 Safe Start plan.
VISITOR EXPECTATIONS
- Limit or prohibit visitors; and
- Post visible entry point signage for students, personnel, and visitors describing shared on-campus responsibilities, to include guidance regarding proper hygiene and sanitization, physical distancing and PPE guidance, staying home if feeling sick, information on how and when to report concerns, and other information as appropriate or required.

FOOD SERVICES
- Follow Washington State reopening guidelines for restaurants, except as provided below;
- Limit capacity of the dining area to no more than fifty percent and enforce such limit (e.g., enforced at point of entry with clickers);
- Allow only those who share a bedroom and family members who reside together to be within six feet of one another while dining. For purposes of this proclamation, “family member” means an aunt, child, cousin, domestic partner, grandchild, grandparent, parent, sibling, spouse, or uncle, whether biological, adoptive, step, foster, de facto, in loco parentis, or by guardianship. For purposes of this proclamation, members of a fraternity, sorority, or similar organization are not family members by virtue of their membership in the organization. An institution may provide authorization to the members of a university-sanctioned cohort of up to five persons to be within six feet of one another while dining, provided that the members are separated by physical barriers to prevent droplet spread. Those who share a bedroom and family members who reside together are not required to be separated by physical barriers;
- Implement floor markings to promote physical distancing;
- Post signs to remind students/personnel of physical distancing, PPE requirements, and to use hand sanitizer;
- Complete routine sanitization of high-touch surfaces and shared resources (e.g., door handles, points of sales);
- Restrict cash payments; allow payments only by card or contactless payment, and
- Require all patrons to wear cloth face coverings except while eating.

FURTHERMORE, because higher education student congregate living settings have experienced multiple outbreaks of COVID-19 and present an ongoing serious risk of subsequent outbreaks, fraternities, sororities, and other organizations that provide higher education student congregate housing that is similarly organized and administered are prohibited from providing housing to higher education students or any other individuals unless they implement, follow, and enforce the requirements specified below inside their houses and, for fraternities and sororities, require any members who live together in live-out, annex, or alternate properties outside of their main houses to implement, follow, and enforce such requirements in such properties, subject to any directions, requirements, or exceptions issued by, in order of precedence, the Governor, the Secretary of Health, a local health officer, or a delegate of thereof. Fraternities, sororities, and other organizations that provide higher education student congregate housing that is similarly organized and administered are exempt from the prohibition set out in Proclamation 20-19, et seq., including 20-19.4 Evictions and Related Housing Practices, to the extent it would preclude discontinuing providing housing to residents due to a violation of the requirements of this proclamation.
• Residents must always wear face coverings inside the house when they are outside their bedrooms and otherwise comply with Order of the Secretary of Health 20-03.1, and any subsequent amendments thereto;

• No more than five visitors may be on the premises, including in the house or on the outside grounds, at any given time, regardless of the Safe Start Phase of the county in which the residents are located. Subject to this limit of five visitors on the premises at a time, residents may gather with only the number of people per week authorized in the Safe Start Phase of the county in which they are located (currently five non-household members in Phase 2 and ten non-household members in Phase 3). A record of those visiting, including name, date, time in and out, and mobile phone number, must be maintained for 30 days from the date of visit, and is to be made available upon demand to public health officials for purposes of conducting outbreak investigations or case investigation and contact tracing. While on the premises, visitors must be required to wear face coverings in compliance with Order of the Secretary of Health 20-03.1, and any subsequent amendments thereto;

• Bedrooms or other sleeping quarters must be limited to an occupancy of no more than two residents of the house. Those sharing a bedroom or other sleeping quarters are not required to wear face coverings in their bedroom or other sleeping quarters, unless a visitor is present, and they are not required to maintain physical distancing from one another in or out of their bedroom or other sleeping quarters, but are required to wear a face covering, unless eating;

• No more than five people, whether residents, visitors, or a combination thereof, may gather in any one room in a house at a time. Groups of up to five people may gather in different rooms within a house. Gatherings in bedrooms or other sleeping quarters must be limited to the two people who reside in the room and one visitor. Those gathered must wear face coverings and maintain physical distancing of at least six feet;

• Sanitization of high-touch surfaces and shared resources must be completed daily;

• A person must always be on the premises who is responsible for actively monitoring compliance with and enforcing the requirements of this proclamation. The identity and contact information of this individual must be promptly and regularly reported to the associated higher education institution. The fraternity, sorority, organization, and higher education institution must promptly provide this person’s information to public health officials upon demand;

• A disciplinary process must be implemented for those who refuse to comply or are repeat offenders; and

• Residents who are confirmed or suspected of being infected with COVID-19 or are close contacts of someone who is infected with COVID-19 must not be automatically required to leave the house. Plans must be made and implemented to safely quarantine those who are close contacts and safely isolate those who are confirmed or suspected of being infected with COVID-19. Residents must be isolated or quarantined in the house, unless it would be unsafe to do so. If safe quarantine or isolation is not possible in the house, the fraternity, sorority, or organization must make arrangements with the higher education institution with which it is associated to provide isolation and quarantine facilities and wraparound services for their residents.

I again direct that the plans and procedures of the Washington State Comprehensive Emergency Management Plan be implemented throughout state government. State agencies and departments are directed to continue utilizing state resources and doing everything reasonably possible to support
implementation of the *Washington State Comprehensive Emergency Management Plan* and to assist affected political subdivisions in an effort to respond to and recover from the COVID-19 pandemic.

As a result of this event, I continue to order into active state service the organized militia of Washington State to include the National Guard and the State Guard, or such part thereof as may be necessary in the opinion of The Adjutant General to address the circumstances described above, to perform such duties as directed by competent authority of the Washington State Military Department in addressing the outbreak. Additionally, I continue to direct the Department of Health, the Washington State Military Department Emergency Management Division, and other agencies to identify and provide appropriate personnel for conducting necessary and ongoing incident related assessments.

Violators of this order may be subject to criminal penalties pursuant to RCW 43.06.220(5). A fraternity, sorority, or other organization that provides higher education student congregate housing that is similarly organized and administered that violates the requirements of this proclamation may be subject to adverse action by their governing body or associated higher education institution and may be ordered by a local health officer or the Secretary of Health to take corrective action or to close their house.

Signed and sealed with the official seal of the state of Washington on this 20th day of October, A.D., Two Thousand and Twenty at Olympia, Washington.

By:

/\s/
Jay Inslee, Governor

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BY THE GOVERNOR:

/\s/
Secretary of State
Appendix B: Campus Reopening Guide

Campus Reopening Guide

Higher Education Re-Opening Work Group

Commented by:
State Board for Community and Technical Colleges
Council of Presidents
Independent Colleges of Washington

Principles and Guidance

Washington is home to some of the best colleges and universities in the nation. In these challenging times, we have found partnership and great strength in collaboration across levels and sectors of higher education. The Higher Education Leaders Re-Opening Work Group represents that partnership, and together we speak for 50 higher education institutions across the state of Washington, educating more than 50,000 students.

June 13, 2020
Tea Smearin Jay Imlah
Higher education Re-Opening Work Group

Higher education institutions in Washington are also a key economic driver of communities across the state. The reopening of higher education institutions will play a crucial part in the economic recovery of the state of Washington as a whole both in terms of economic impact on the state and providing Washington employers with the highly trained workforce they need to recover and thrive. It is critical to ensure equitable outcomes and mitigate any disproportionate impacts on a given population.

In a COVID-19 environment, we as the higher education institutions in the state of Washington will:

Promote safe and healthy environments both for the people in our surrounding communities and campuses for our students, staff, and faculty.
Principles and Guidance

- Partner with public health officials to ensure we are guided by the latest, most up-to-date and scientific health advice.
- Develop and implement health and safety protocols.
- Use data and previous data analysis to make informed choices and prepare for the next steps.
- Ensure detailed implementation plans that meet the needs of all schools' relevant community, environments and that have flexibility to change circumstances.

We recognize that each campus is different—ranging by size, geographic location, mission, mix of academic programs—and these campuses are facing the unique decisions of individual colleges. But, across all higher education institutions in the state of Washington, we are working together to ensure our thinking on our decision-making process and contingency planning as we prepare for different possible scenarios going forward, taking into account:

- Health and safety
- Financial viability of institutions
- Supporting the mental health and well-being of students, faculty, and staff
- Equitable access to technology and resources

Why | Reason for development
- Instill confidence in key stakeholders about the development of higher education institutions' back-to-school plans in Washington.
- Align how higher education institutions in Washington are approaching and developing back-to-school plans.

How | Process for development
- Developed based on interviews with public health and university leaders in addition to incorporating effective practices seen globally.
- Built off prior work including:
  - Higher education institution work preparing for and executing reopening under the Governor’s “Safe Start” measures
  - WA Private Sector Employer Checklists
  - CDC and WA Labor & Industries guidelines

Who | People engaged for development
We spoke with individuals from the organizations below and incorporated their input:
- Washington Council of Presidents
- Independent Colleges of Washington
- Washington State Community and Technical Colleges
- University of Washington reps.
- Washington State University reps.
- WA Student Achievement Council
- King County Public Health reps.
- Spokane County Public Health reps.
- Whitman County Public Health reps.
- WA Department of Health
- WA Labor & Industries
- WA Roundtable
- Challenge Seattle
Three forms of checklists to serve as guidance for higher education institutions in Washington state

Baseline recommendations

Broad checklist of how an institution can create a “New Normal” to fight COVID-19 that can be applied to a variety of higher education facilities and services.

Additional considerations

Optional considerations and examples that institutions can implement where feasible and relevant.

Setting-specific protocols

Checklist of specific practices to mitigate risk, tailored to particular campus facilities/services: food services, transportation, residences.

Higher education administrators have a strong incentive to meet (and exceed where/when appropriate) baseline recommendations as adverse public health outcomes could result in more stringent restrictions.

For reference: Checklists developed using multiple sources

Baseline/Additional considerations
- Adjusted Washington Roundtable / Challenge Seattle “two tiered checklists for employer Safe Work Plans” for higher education context

Food services protocol
- Synthesized National Restaurant Association restaurant recommendations and Cushman and Wakefield food hall guidance

Campus transportation protocol
- Synthesized CDC and US Department of Transportation recommendations

Residences protocol
- Synthesized CDC recommendations for Shared or Congregate Housing and Correctional/Detention Facilities
Baseline recommendations for higher education institutions reopening plans

Institutions are developing Safe Back-to-School plans to resume operations with consideration of these critical elements.

Campus Safety
- Adhere to federal, state and local public health and safety guidelines; develop comprehensive plans for reopening or after August 1, 2020 in accordance with WA State guidelines and local health guidelines, including, but not limited to, the Safe Start Guide, guidance on classroom capacity and the WA Secretary of Health's Order 21-20 regarding face coverings. Make available a copy of these plans at each location on campus.
- Work from home for operations able to be performed remotely and institutions will follow WA State returning to work guidance for its personnel.
- Maintain minimum physical distancing whenever possible of 6 feet between all on-campus personnel, including with visitors, where physical distancing cannot be maintained, implement administrative or engineering controls to minimize exposure.
- Follow WA State phased reopening guidelines for social gathering sizes.
- Ensure frequent and adequate hand washing policies and include adequate maintenance of supplies; use disposable gloves where safer and applicable to prevent transmission on shared items.
- Routine sanitization of high-touch surfaces and shared resources (e.g., doorknobs, elevators, vending machines, points of sales).
- Ask students/employees to self-identify that they have experienced COVID-19 symptoms since their last visit to campus facility.
- Ask students/employees to stay home and seek medical guidance if they are experiencing any known symptoms; remain isolated until diagnosed and next steps are clear.
- Ask students/employees to self-quarantine per local public health guidelines if confirmed to have COVID-19 or exposed to confirmed case.

- Please see supporting guidance from the Washington State Department of Health. Click for Info.
- Develop response protocols for students, personnel, and visitors reporting symptoms and are confirmed to have COVID-19.
- Avoid non-essential travel by school personnel and propose self-quarantine per local public health and safety guidelines after any high-risk travel as defined by the CDC, (e.g., international travel) follow WA State reopening guidelines for travel.
- If feasible, log students, personnel, and visitors where possible. Follow WA State guidelines for logging visitor personnel.
- Available contact for all students/employees to report concerns and/or potential violations of the Safe Back-to-School Plan.


- Communication of Safe Back-to-School Plan to all students and personnel including any future modifications.

Students/Personnel Support
- Adhere to state and federal law for health and safety during COVID-19 including WA State's "Safe Start" guidelines and Work & Labor & Industries guidelines.

- Provide student/personnel with PPE such as gloves, gogglers, face shields, and face coverings as appropriate or required for student/personnel not working alone (e.g., any public-facing job) and/or those whose responsibility includes operating within physical distancing limits of 6 feet; if PPE cannot be provided as appropriate shut down activity.

- Note: Follow Worker Labor and Industries guidelines for PPE.

- Identify available alternative arrangements for student/personnel upon requests or referrals to work due to concerns related to campus safety. Priority should be given to student/personnel who are considered high-risk/vulnerable as defined by public health authorities. Follow WA State guidelines for COVID-19 exceptions & benefits.

- Educate students/personnel on symptom detection, sources of High Risk to COVID-19, prevention measures, and leave benefits/policies (e.g., paid for personnel that need to self-depart from work).

Visitor Expectations
- Limit or prohibit visitors.

- Visible entry point signage for students, personnel, and visitors on shared on-campus responsibilities (including proper hygiene & sanitization, physical distancing/PPE guidance and information for reporting concerns, staying home if feeling sick).

Additional considerations: Campus safety

Elements for institutions to consider & implement where feasible/relevant.

Helping develop individualized, flexible Safe Back-to-School Plans

Each individual institution will develop and implement a Safe Back-to-School Plan.

The following lists are considerations and examples to aid in the development of individual plans.

Note: Institutions are not recommended to implement all listed examples. These are provided as known practices being utilized to date and are subject to change.

Helping develop individualized, flexible Safe Back-to-School Plans

- Encouraging proper hygiene & health practices
  - Encourage student/personnel to do regular temperature checks at home before coming to work
  - Avoid non-essential person-to-person contact (e.g., handshakes)

- Health screenings and testing
  - Regular temperature checks & screens on premises
  - Work with health authorities within the same county to coordinate testing efforts.

- Enabling tracking & tracing
  - Notify and isolate all students/personnel in contact with an individual that develops symptoms while maintaining confidentiality of those who are sick.
  - Isolate areas where students/personnel who were sick traveled.
  - Have the ability to log visitors who come on campus.

- Sanitation procedures
  - Provide hand sanitization at entrances/exits.
  - Encourage handwashing at regular intervals (after bathroom breaks, after eating, etc.)
  - Provide disinfectant wipes
  - Ensure frequent cleaning of high touch or shared equipment.
  - Maintain sanitation/decontamination packages
  - Perform regular hand cleaning
  - Provide soap and running water when running water not available; provide portable washing stations.

- Limiting shared resources
  - Limit shared desks/workspaces
  - Reduce usage of shared office supplies/resources
  - Limit shared food
  - Limit coffee/tea supplies and services
  - Limit public bathrooms/restrooms.
Additional considerations: Campus support
Elements for institutions to consider & implement where feasible/relevant

Ongoing communication to workforce
- Provide context for vulnerable students/personnel to help navigate back-to-school (e.g., aggregate helpful materials, explain evolving guided benefits)

Enacting modified working models for personnel
- Job shares that allow for reduced hours
- Offer partial workplace or alternative day of week operating model
- Different, in-office working hours (e.g., two shifts: 6:30a-12:30p & 1p-7p with time between shifts)

Expanded/extended work from home & leave policies
- Provide one-time home office supply voucher
- Timed PTO (e.g., FTs get additional 80 hours; PTE get additional 40 hours; all paid out at year end if not used)
- Create workforce relief fund and adopt policy on how funds will be distributed
- Create policies to encourage students/personnel to stay home when feeling sick or came into contact with positive case

Decreasing commute risk & pressure on public transport
- Promote and enable individual commutes (e.g., subsidized biking/parking)
- Institution-sponsored buses/route options
- Alternative hours to limit transportation during high public traffic hours

Providing additional training and resources
- Provide guidance on virtual and in-person teams
- Provide career planning and resources
- Train staff to support new back-to-school model
- Post, in-areas visible, required hygiene practices

Enabling access to education and childcare
- On-site day care or study rooms for limited number of children per day
- Voucher for online education tools
- Access to apps to match caregivers with need (including recently displaced workers)
- Priority for childcare for workers and students not able to

Building morale and virtual culture
- Create virtual HR office hours and/or HR hotline
- Virtual company wide meetings
- Create networks for workers to connect/share remote working best practices
- Sponsor well-being challenges geared to staying physically and mentally healthy

Supporting mental health needs
- Access to reduced cost and/or free counseling
- Access to reduced cost and/or telemedicine consultations
- Benefit extensions for household members
- Access to meditation/mindfulness content
- Digital support groups to decrease isolation and share ideas
- Virtual play dates for families with children of similar ages
- Expand virtual health and counseling and continue to provide virtual options after reopening

Ensuring equitable outcomes
- Consider and mitigate any disproportionate impacts on a given population (e.g., due to instructional decisions)

Recommended protocols for food services to resume operations (1/2)

Cleaning and sanitizing
- Complete thorough and detailed cleaning of entire facility, with focus on high-contact areas that would be touched by both students/personnel
- If relevant, consider single-use menus only or sanitize reusable menus after each use
- Make hand sanitizer readily available to workers and visitors at counters, tables and stations and consider touchless solutions
- Complete routine sanitization of high-touch surfaces and shared resources (e.g., doorknobs, points of sales)
- Use EPA-registered disinfectant products and avoid all food contact surfaces when using disinfectants
- Consider reducing facility hours for extra deep cleaning
- Cleaning staff wear disposable gloves and gowns for all tasks in the cleaning process, including handling trash
- When dining reopens, sanitize tabletops, booths, etc. between seatings
- Clean and sanitize restroom regularly based on frequency of use once dining reopens

Physical distancing and PPE
- Maintain physical distancing of 6 feet (e.g., students waiting in line to enter facility, customers waiting for takeaways). PPE to be provided for all workers
- Require dining staff to wear face coverings; follow WA State reopening guidelines and WA Labor and Industries guidelines for face coverings
- Implement floor markings to promote physical distancing
- Post signs to remind students/personnel of physical distancing, PPE requirements and to use hand sanitizer
- Enforce capacity limits (e.g., enforced at point of entry with clickers); follow WA State reopening guidelines for restaurants
- Consider an exit from the facility separate from the entrance
- Manage employee schedules to allow for physical distancing whenever possible
- Where possible, workstations to be staggered to employees can avoid standing direct next to one another
- Limit the number of employees allowed simultaneously in any break rooms
- Update floor plans for common dining areas, redesigning seating arrangements to ensure to ensure physical distancing may be maintained between tables while visitors are eating once dining reopens
- Limit amount of time each patron is allowed to remain in order to reduce exposure

Source: National Restaurant Association COVID-19 Reopening Guidelines, Coastal and Wakefield Recovery Readiness

Safe Back to School Plan • February 2021
Recommended protocols for food services to resume operations (2/2)

**Employee health and personal hygiene**
- Require employees with COVID-19 symptoms to remain home until they are symptom-free for two days and three days without medication (whichever longer).
- Ask employees to self-quarantine for 14 days from symptom onset or test positivity of the case per Washington public health guidelines if confirmed to have COVID-19 or exposed.
- Provide employees with face coverings and keep face coverings clean and ask employees to follow the latest distancing guidelines. Follow the Washington State reopening guidelines and the Washington Labor and Industries guidelines for face covering.
- Teach all employees on the importance of frequent handwashing, the use of hand sanitizers with at least 50% alcohol content, and give them clear instructions to avoid touching hands to face.
- Educate workers in the language they understand best about coronavirus and how to prevent transmission, and the institution's COVID-19 policies.

**Facility safety**
- Rent the ability to tag all workers that come on premise for purposes of supporting public health contact tracing by the WA DOH.
- Check appropriate functionality of HVAC.
- Ask workers returning to premise to let themselves in; they may have experienced symptoms for 14 days from symptom onset or test positivity of the case prior to return.
- Restrict cash payments; allow payments only by card or contactless.
- Consider use of pre-called, disposable silverware if possible.
- Ensure adequate storage of necessary materials to meet PPE and cleaning requirements.
- Communicate safety protocols to all workers and dining visitors, including available contact to report violations of protocols.
- Further delivery options, encourage curbside and contactless delivery, and encourage customers to use "no touch" delivery.

**Customer expectations**
- Visit employee point of sale for workers, volunteers, and visitors on shared responsibilities (including proper hygiene and sanitization, physical distancing).
- PPE guidance for visitors and employees (including face coverings, physical distancing).
- Require all employees to wear face coverings while working in accordance with state guidelines.
- Make visitor safety guidelines publicly available.
- Consider using social media or website to educate students/personnel on food service protocols and what to expect in dining halls.

**Student/personnel support**
- Mitigate anxiety by recognizing fear in returning, communicating transparently, listening and responding to students/personnel regularly.
- Provide early reporting communication by keeping workforce informed as soon as appropriate.
- Refrain from the use of any type of disinfectant product. Refer to safety guidelines for personal protective equipment.
- Ensure any student/employee can follow on-campus student health-specific guidelines before returning to work and while working.

Source: National Restaurant Association COVID-19 Reopening Guidelines, Cushman and Wakefield Recovery Readiness

Recommended protocols for campus transportation to resume operations (1/2)

**Supporting a common "new normal" foundation to mitigate COVID-19**

The following checklist provides adaptations for campus transportation, if applicable, to resume operations. These actions will run in parallel to public health efforts. Our priority is protecting campus communities in Washington by acting as good stewards. Subject to change based on public health guidance.

Source: CDC, US Department of Transportation

**Cleaning and sanitizing**
- After each journey, complete thorough and detailed cleaning of all surfaces, with focus on high-contact areas that would be touched by both employees and passengers (e.g., handles, metal bars).
- Make hand sanitizer readily available and create frequent opportunities for employees to wash their hands.
- Provide disposable disinfectant wipes on buses, etc., and clean employees on how to regularly clean the area.
- Use EPA-registered disinfectant products. Refer to the EPA and local guidelines for frequency of use.

**Physical distancing and PPE**
- Institute measures to physically separate employees from passengers by a distance of 6 feet or greater (e.g., physical partitions for drivers).
- Consider limiting capacity based on size of vehicle (e.g., 50%).
- Ask passengers to maintain physical distancing of 6 feet and wear face coverings in accordance with state guidelines. Follow the Washington Labor and Industries guidelines for face coverings for employees.
- Implement floor markings to promote physical distancing on board.
- Post signs for passengers to remind them of physical distancing, face covering requirements, and to use hand sanitizer.
- Display specific signs for entry only and for exit only to minimize passenger contact.
- Manage employee schedules to allow for physical distancing whenever possible.
- Consider closing off every other seat on board with tape or signs to promote physical distancing.
- Encourage employees and passengers to avoid congregating in waiting areas and design a process to ensure all stay separate while waiting to board (e.g., outdoor distancing).
Recommended protocols for campus transportation to resume operations (2/2)

- **Employee health and personal hygiene**
  - Require employees with any COVID-19 symptoms to remain home until they are symptom-free for ten days and three days without medication (whichever longer).
  - Require employees to self-quarantine for 14 days from symptom onset or test positivity if they have been exposed to COVID-19.
  - Provide employees with face coverings and keep for covering clean. Follow VA Labor and Industries guidelines for face coverings.
  - Train all employees on the importance of frequent handwashing, the use of hand sanitizers with at least 60% alcohol content, and give them clear instructions to avoid touching hands to face.
  - Train all employees on symptom detection, sources of high-risk to COVID-19, precaution measures for alerts and lose services.

- **Vehicle safety**
  - Have the ability to list all employees that come on board for purposes of supporting public health contact tracing by the Washington Department of Health.
  - Check appropriate hand sanitizer in use.
  - Ask drivers not to wear face coverings for employees in contact with public areas.
  - Ensure adequate storage of necessary materials to meet PPE face coverings, gloves, etc., and cleaning requirements.
  - Communicate safety protocols to all employees and passengers in a timely and effective manner.
  - Consider using no-touch transit technology if possible.

- **Passenger expectations**
  - Implement on-board signs for employees and passengers on shared responsibilities (including proper hygiene and sanitation, physical distancing, face coverings and information for reporting concerns).
  - Make passenger safety guidelines publicly available and post signs to strongly encourage passengers to wear face coverings in accordance with state guidance.
  - Consider using social media or website to educate passengers on safety protocols and what to expect when on-board.

- **Employee support**
  - Adhere to state and federal law for health and safety during COVID-19, including VA Labor and Industries guidelines.
  - Mitigate anxiety by recognizing fear in sharing, communicating transparently, listening and surveying employees regularly.
  - Provide early warning communication by keeping workforce informed as soon as appropriate.
  - Reinforce training after Day 1 by providing ongoing training to reinforce messaging and changes.
  - If employees have questions, provide support in navigating childcare options when returning to work.
  - Ensure any employee can follow on-campus student-specific health guidelines before returning to work and while working.
  - If employees refuse to work due to COVID-19 related safety concerns, provide high-risk individuals with benefits under VA Proclamation 10-46.

Source: CDC, US Department of Transportation

Recommended protocols for campus residences to resume operations (1/2)

- **Cleaning and sanitizing**
  - Complete thorough and detailed cleaning of entire facilities, with focus on high-contact areas.
  - Make hand sanitizer readily available to residents/personnel throughout property; consider touchless hand sanitizing solutions.
  - Complete routine sanitization of high-touch surfaces (e.g., door handles, elevators, counters, etc.).
  - Provide residents with their own sanitization solutions in wipes, or hand sanitizers in their suites.
  - Implement floor marquis to promote physical distancing (e.g., where to stand in line, where to wait).
  - Manage staff schedules to allow for physical distancing whenever possible in staff spaces.
  - For shared bathrooms, create a staggered bathroom schedule to reduce the amount of people using the facilities at the same time.
  - For shared showers, consider assigning residents to specific showers or limiting use of showers to even/odd days.
  - Designate specific residence halls or buildings to isolate students/staff for quarantine or isolation periods as needed.

Source: CDC, US Shared or Congregate Housing; CDC, US Correctional and Detention Facilities; Association of College & University Housing Officers-International, Other State's Guidance

**Transportation**

**Residences**

**Employee health and personal hygiene**

**Vehicle safety**

**Passenger expectations**

**Employee support**

**Cleaning and sanitizing**

**Physical distancing**

**Staff health and personal hygiene**

Safe Back to School Plan • February 2021
Recommended protocols for campus residences to resume operations (2/2)

**Facility safety**
- All staff and residents must wear face coverings throughout the building (exception for residents within their own rooms).
- When possible, rooms should remain vacant for 48 hours after check-out and prior to cleaning.
- Have the ability to tag all staff and residents that come-on-premise for purposes of supporting public health contact tracing.
- Ask workers returning on-premise to confirm they have not experienced symptoms for 14 days from symptom onset or test positivity of the case prior to return.
- Communication of first back-to-school plan to all staff and residents, including available contact to report symptoms.
- Use touchless trash cans where possible on the property.
- Check appropriate furnishing of PPE.
- Symptomatic residents should avoid contact with others - follow DOH guidelines for individuals with symptoms.
- Develop plan for how suspected/Covid-19 cases will be isolated, evaluated, tested, and provided necessary support and resources (e.g., medical care, food).
- Ensure that physical locations have been identified to isolate confirmed Covid-19 cases, and consider designating one staff member to attend to sick residents.
- Create and test communications plans to disseminate critical information to residents/staff.

**Resident expectations**
- Written entry permit signage for all staff and residents on shared responsibilities (including proper hygiene & sanitation, physical distancing, PPE guidance and information for reporting concerns)
- Make safety guidelines publicly available
- Consider using social media and website to educate residents on protocols and what to expect when entering on-campus housing facilities (e.g., digital check-in requirements)
- Remind residents of any quarantine requirements as defined by the local health jurisdiction and instruct them that compliance will be monitored

**Employee support**
- Adhere to State and Federal law for health and safety during COVID-19 including WA State’s “Safe Start” guidelines and 3rd party S. Industries guidelines.
- Mitigate anxiety by recognizing fear in returning, communicating transparently, listening and surveying staff regularly.
- Provide regular reporting communication by keeping workforce informed as soon as appropriate.
- Reinforce training after Day One by providing ongoing training of additional training to reinforce messaging and changes.
- Ensure staff that live in residence halls can follow all resident health/safety protocols (e.g. quarantining upon arrival).

Source: CDC, US Shared or Congregate Housing; CDC, US Correctional and Detention Facilities
Healthy Washington - Roadmap to Recovery

Regional Approach

Effective January 11, 2021, the State of Washington is launching Healthy Washington – Roadmap to Recovery which will use a regional approach for its upcoming phased recovery plan. These regions are largely based on the Emergency Medical Services (EMS) regions used for evaluating healthcare services given the concern for COVID-19’s potential impact on the healthcare system. There will be eight regions in Washington that fall along county lines. Most regions in Washington have four or more counties. These regions are designed based on the available health care services in the area which has a strong connection to the metrics we will be using for COVID-19 hospitalizations, case data, and general mobility of individuals.
Metrics

Starting on January 11, the regions outlined above will begin in Phase 1 of the Healthy Washington plan. The Washington State Department of Health (DOH) will notify the local health jurisdictions (LHJs) within a region once they have met the criteria to move into Phase 2.

Every other Friday, DOH will update the Healthy Washington – Roadmap to Recovery dashboard with the latest data and region phase designations. A region may move into a new phase (forward or backward) if their metrics meet the criteria using the most recent complete data. This move will take effect the Monday after the dashboard is updated.

In the Roadmap to Recovery, there are four metrics in total – two metrics that measure community disease levels (i.e., trends in case rates, test positivity) and two that measure health system capacity (i.e., trends in COVID-19 hospital admission rates, ICU occupancy).

Three of the four metrics must be met in order to move forward from Phase 1 to Phase 2.

- Decreasing trend in 14-day rate of new COVID-19 cases per 100K population;
- Decreasing trend in 14-day rate of new COVID-19 hospital admissions per 100K population;
- Average 7-day percent occupancy of ICU staffed beds less than 90%; and,
- 7-day percent positivity of COVID-19 tests less than 10%

In order to remain in Phase 2, a region must continue meeting at least three of these four metrics.

- Decreasing or flat trend in 14-day rate of new COVID-19 cases per 100K population;
- Decreasing or flat trend in 14-day rate of new COVID-19 hospital admissions per 100K population;
- Average 7-day percent occupancy of ICU staffed beds less than 90%; and,
- 7-day percent positivity of COVID-19 tests less than 10%

If a region in Phase 2 regresses and no longer meets any three or more of the metrics, the region – including all the counties within – will move back to Phase 1 on the following Monday.

In sum, a region that meets three or four of the Phase 2 metrics will remain in phase 2. A region that meets zero, or only one or two of the Phase 2 metrics will move back to phase 1.

Additional details about metrics data sources, calculations, and reporting appear in Appendix 1.

While every effort has been made to advance clear and simple metrics, DOH and the LHJs within the regions reserve the right to move a region backward (e.g., from Phase 2 to Phase 1) outside of these planned metrics in situations where rapid COVID-19 spread requires more immediate action.
### Phases

The State of Washington will begin the Healthy Washington – Roadmap to Recovery plan with only two phases while it continues to assess the evolving pandemic. Additional phases may be added in the future as the impact of continued vaccine distribution and other changes in COVID-19 response require.

Below are metrics and placement (as of January 28). Updated metrics will be available [here](#) through DOH.

<table>
<thead>
<tr>
<th>Phase as of 02/01/2021</th>
<th>Puget Sound</th>
<th>East</th>
<th>North</th>
<th>North Central</th>
<th>Northwest</th>
<th>South Central</th>
<th>Southwest</th>
<th>West</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trend in 14-day rate of new COVID-19 cases per 100K population (1) (4)</strong>&lt;br&gt;• 12/20/20–1/2/21 vs. 1/3/21–1/16/21</td>
<td>Phase 2</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 2</td>
</tr>
<tr>
<td></td>
<td>+4%</td>
<td>+22%</td>
<td>+69%</td>
<td>-2%</td>
<td>+20%</td>
<td>-1%</td>
<td>+13%</td>
<td>+15%</td>
</tr>
<tr>
<td><strong>Trend in 14-day rate of new COVID-19 hospital admissions per 100K population (2) (4)</strong>&lt;br&gt;• 12/27/20–1/9/21 vs. 1/10/21–1/23/21</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
</tr>
<tr>
<td></td>
<td>-16%</td>
<td>-16%</td>
<td>+16%</td>
<td>+41%</td>
<td>+16%</td>
<td>-29%</td>
<td>+17%</td>
<td>-10%</td>
</tr>
<tr>
<td><strong>Average 7-day percent occupancy of ICU staffed beds (2) (5)</strong>&lt;br&gt;• 1/17/21–1/23/21</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
</tr>
<tr>
<td></td>
<td>84%</td>
<td>76%</td>
<td>58%</td>
<td>84%</td>
<td>71%</td>
<td>87%</td>
<td>66%</td>
<td>82%</td>
</tr>
<tr>
<td><strong>7-day percent positive of COVID-19 tests (1) (3) (6)</strong>&lt;br&gt;• 1/3/21–1/9/21</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
<td>Phase 1</td>
</tr>
<tr>
<td></td>
<td>9%</td>
<td>18%</td>
<td>9%</td>
<td>14%</td>
<td>9%</td>
<td>22%</td>
<td>21%</td>
<td>9%</td>
</tr>
</tbody>
</table>

(1) Data source: Washington Disease Reporting System
(2) Data source: WA HEALTH
(3) Data source: WA Department of Health negative labs dataset
(4) Decrease is -10% or more; flat is between 0% to less than -10%; and increase is more than 0%
(5) Low is less than 90%, high is 90% or more
(6) Low is less than 10%, high is 10% or more
### Healthy Washington - Roadmap to Recovery

<table>
<thead>
<tr>
<th>Activities</th>
<th>Phase 1</th>
<th>Phase 2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Social and At-Home Gathering Size — Indoor</strong></td>
<td>Prohibited</td>
<td>Max of 5 people from outside your household, limit 2 households</td>
</tr>
<tr>
<td><strong>Social and At-Home Gathering Size — Outdoor</strong></td>
<td>Max of 10 people from outside your household, limit 2 households</td>
<td>Max of 15 people from outside your household, limit 2 households</td>
</tr>
<tr>
<td><strong>Worship Services</strong></td>
<td>Indoor maximum 25% capacity</td>
<td>Indoor maximum 25% capacity</td>
</tr>
<tr>
<td><strong>Retail Stores</strong></td>
<td>Maximum 25% of capacity, encourage curbside pick-up</td>
<td>Maximum 25% of capacity, encourage curbside pick-up</td>
</tr>
<tr>
<td><strong>Activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Remote work strongly encouraged, 25% capacity otherwise.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Eating and Drinking Establishments</strong></td>
<td>Indoors prohibited. Outdoor or open-air dining, end alcohol service/delivery at 11PM, max 6 per table, limit 2 households per table</td>
<td>Indoors dinning available 25% capacity, end alcohol service/delivery at 11PM, max 6 per table, limit 2 households per table</td>
</tr>
<tr>
<td><strong>Worship Services</strong></td>
<td>Ceremonies are limited to a total of no more than 30 people. Indoor receptions, wakes, or similar gatherings in conjunction with such ceremonies are prohibited.</td>
<td>Ceremonies and indoor receptions, wakes, or similar gatherings in conjunction with such ceremonies are permitted, and must follow the appropriate venue requirements. If food or drinks are served, eating and drinking requirements apply. Dancing is prohibited.</td>
</tr>
<tr>
<td><strong>Indoor Recreation and Fitness Establishments</strong></td>
<td>Low risk and moderate risk sports permitted for practice and training only in stable groups of no more than 5 athletes. Appointment based fitness/training; less than 1 hour sessions, no more than 1 customer/athlete per room or per 500/sq. ft. for large facilities.</td>
<td>Low and moderate risk sports competitions permitted (no tournaments). High risk sports permitted for practice and training. Fitness and training and indoor sports maximum 25% capacity.</td>
</tr>
<tr>
<td><strong>Outdoor Recreation and Fitness Establishments</strong></td>
<td>Low and moderate risk sports permitted for practice and training only (no tournaments). Outdoor guided activities, hunting, fishing, motorsports, parks, camping, hiking, biking, running, snow sports, permitted.</td>
<td>Low, moderate, and high-risk sports competitions allowed (no tournaments), maximum 200 including spectators.</td>
</tr>
<tr>
<td><strong>Indoor Entertainment Establishments</strong></td>
<td>Private rentals/tours for individual households of no more than 6 people permitted. General admission prohibited.</td>
<td>Maximum 25% capacity or 200 people, whichever is less. If food or drinks are served, eating and drinking requirements apply.</td>
</tr>
<tr>
<td><strong>Outdoor Entertainment Establishments</strong></td>
<td>Ticketed events only: Groups of 10, limit 2 households, timed ticketing required.</td>
<td>Groups of 15, limit 2 households per group, maximum 200 including spectators for events.</td>
</tr>
</tbody>
</table>

*NOTE: Live entertainment is no longer prohibited but must follow guidance above for the appropriate venue. Long-term Care facilities, professional and collegiate sports remain governed by their current guidance/proclamations separate from this plan. Not every business activity is listed. For a complete list of guidance for business activities, click [here](#).*
Appendix One

Trend in 14-day rate of new COVID-19 cases per 100K population:

The Trend in 14-day rate of new COVID-19 cases per 100K population metric describes whether virus transmission is increasing, decreasing, or staying the same (referred to here as “flattening”). A case is defined as an individual with a molecular or antigen test that is positive for COVID-19. Cases are assigned to the date a specimen was collected for testing, called the specimen collection date.

This metric is calculated by dividing the number of cases with a specimen collection date in a 14-day period by the population in the region and multiplying by 100,000. The percent change is calculated by subtracting the rate during the preceding time period from the rate during the most recent time period, dividing by the rate in the preceding time period, and multiplying by 100. The direction of the trend is defined by thresholds. The thresholds for this metric are:

- Decrease: -10% or more
- Flat: between 0% to less than -10%
- Increase: More than 0%

Data from WDRS are used for this metric. Metrics are calculated using the most recent complete data for two Sunday–Saturday weeks.

Trend in 14-day rate of new COVID-19 hospital admissions per 100K population:

The Trend in 14-day rate of new COVID-19 hospital admissions per 100K population metric describes the impact on healthcare systems and whether the number of hospital admissions is increasing, decreasing, or flattening. A hospital admission is defined as an individual with confirmed COVID-19 infection who was admitted to the hospital. A hospital admission is assigned to the region of the hospital, not the region in which the individual lives. About 90% or more of Washington residents with COVID-19 in November 2020 were determined to reside in the same region as the hospital.

This metric is calculated by dividing the number of COVID-19 hospital admissions with an admission date in a 14-day period by the population in the region and multiplying by 100,000. The percent change is calculated by subtracting the rate during the preceding time period from the rate during the most recent time period, dividing by the rate in the preceding time period, and multiplying by 100. The direction of the trend is defined by thresholds. The thresholds for this metric are:

- Decrease: -10% or more
- Flat: between 0% to less than -10%
- Increase: More than 0%

Data from WA HEALTH are used for this metric. Metrics are calculated using the most recent complete data for two Sunday–Saturday weeks.
Average 7-day percent occupancy of ICU staffed beds:
The Average 7-day percent occupancy of ICU staffed beds metric describes the capacity of the healthcare system to respond to the pandemic by indicating how many beds are currently occupied by critically ill patients and thus not available to treat additional patients who may need critical care. ICU occupancy is defined as the number of staffed adult ICU beds occupied in acute care hospitals. ICU occupancy includes all patients in the ICU, not only patients with COVID-19.

This metric is calculated by dividing the number of staffed adult ICU beds occupied each day by the total number of staffed adult ICU beds available and multiplying by 100. A 7-day average is calculated by averaging the percent over the most recent 7 days. The thresholds for this metric are:

- Low: Less than 90%
- High: 90% or more

Data from WA HEALTH are used for this metric. Metrics are calculated using the most recent complete data for a single Sunday–Saturday week.

7-day percent positivity of COVID-19 tests:
The 7-day percent positive of COVID-19 tests metric describes how widespread infections are and if sufficient testing is occurring. A test is defined as a molecular test, including PCR, performed on an individual who has not previously tested positive for COVID-19 by molecular testing. Tests are assigned to the specimen collection date. Antigen and antibody tests are not included in this metric.

This metric is calculated by dividing the number of positive COVID-19 tests by the total number of tests performed in a 7-day period and multiplying by 100. The thresholds for this metric are:

- Low: Less than 10%
- High: 10% or more

Data from WDRS and the DOH negative lab dataset are used for this metric. Metrics are calculated using the most recent complete data for a single Sunday–Saturday week.
Every other week on Friday, a color-coded status will be determined for each of the four indicators, charted in a table, and mapped accordingly. To determine the status, the most recent complete data will be used.

### Case Rates 14-day trend
- Decline (-10% or more)
- Flat (0% change to -10%)
- Any Increase

### Hospital Admission Rates 14-day trend
- Decline (-10% or more)
- Flat (0% change to -10%)
- Any Increase

### ICU Occupancy
- Above 90%
- Below 90%

### Percent Positivity
- Above 10%
- Below 10%
## Appendix Two

<table>
<thead>
<tr>
<th>EMS Region</th>
<th>Counties</th>
</tr>
</thead>
<tbody>
<tr>
<td>Puget Sound</td>
<td>King, Pierce, Snohomish</td>
</tr>
<tr>
<td>East</td>
<td>Adams, Asotin, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman</td>
</tr>
<tr>
<td>North</td>
<td>Island, San Juan, Skagit, Whatcom</td>
</tr>
<tr>
<td>North Central</td>
<td>Chelan, Douglas, Grant, Okanogan</td>
</tr>
<tr>
<td>Northwest</td>
<td>Clallam, Jefferson, Kitsap, Mason</td>
</tr>
<tr>
<td>South Central</td>
<td>Benton, Columbia, Franklin, Kittitas, Walla Walla, Yakima</td>
</tr>
<tr>
<td>Southwest</td>
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<td>Grays Harbor, Lewis, Pacific, Thurston</td>
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COVID-19 SAFETY PROTOCOLS FOR HIGHER EDUCATION INSTITUTIONS

What is the difference between Gov. Inslee's higher education proclamation and the Healthy Washington plan?

Proclamation 20-12.2 sets minimum protocols higher education institutions must follow to bring students safely back to campus.

The Healthy Washington plan is a region-by-region phased plan for resuming social gatherings and reopening businesses and industries in Washington.

Do colleges have to follow both the higher education proclamation and the Healthy Washington plan?

Yes, colleges have to follow both the higher education proclamation and the Healthy Washington plan. Generally speaking:

- Instructional activities (classrooms/labs) are governed by the higher education proclamation.
- Social gatherings and non-instruction activities that have parallel activities out in the community fall under the Healthy Washington plan and the business guidance attached to that plan.

Some activities are addressed in both plans.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Proclamation 20-12.2</th>
<th>Healthy Washington and business guidance</th>
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<td>Venues (convention centers)</td>
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<tr>
<td>Student residence halls</td>
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<td>Indoor/outdoor gatherings fall under the Healthy Washington plan</td>
</tr>
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</table>

CONTACT INFORMATION
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What’s the difference between the former Safe Start Washington plan and the new Healthy Washington plan?

The Healthy Washington Plan replaced the Safe Start Washington Plan on Jan. 11. The key differences are:

- Phases are no longer determined on a county-by-county level. Instead, they are based on eight regions. Those regions are drawn largely around the emergency medical services regions used for evaluating healthcare services:
  - Puget Sound: King, Pierce, Snohomish
  - East Adams: Asotin, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman
  - North: Island, San Juan, Skagit, Whatcom
  - North Central: Chelan, Douglas, Grant, Okanogan
  - Northwest: Clallam, Jefferson, Kitsap, Mason
  - South Central: Benton, Columbia, Franklin, Kittitas, Walla Walla, Yakima
  - Southwest: Clark, Cowlitz, Klickitat, Skamania, Wahkiakum
  - West: Grays Harbor, Lewis, Pacific, Thurston

- There are only two phases instead of four.

- Regions can advance to phase 2, or slide back to phase 1, based on certain metrics around case rates, hospital admission rates, positivity rates and ICU capacity.

- There’s no application process to move through the phases. The state will look at the metrics every two weeks and determine whether regions will move backward or forward. Regions can check their status on the state’s COVID-19 risk assessment dashboard.

What are colleges required to do under the higher education proclamation and the Healthy Washington plan?

Below is a summary of key mandates colleges and universities must follow under Proclamation 20-12.2 and the Healthy Washington plan.

- Develop a safety plan and modify the plan as needed to keep up-to-date with COVID-19 safety requirements. Communicate the most recent version of the plan to students, faculty and staff and provide contact information for people to report complaints or violations.

- Post signs at entry points that let people know of their shared responsibilities to protect the campus community. Signs should address proper hygiene and sanitation, physical distancing, use of personal protective equipment, and staying home if feeling sick. The signs should include contact information for people who have concerns or questions.

- Require students, faculty and staff to self-certify that they have not experienced COVID-19 symptoms since their last visit to campus.

- Keep a log of people who come to campus, following state guidelines.

- Educate students, faculty and staff on how to detect symptoms and avoid high-risk situations.
HIGHER EDUCATION REOPENING PLAN

- Limit or prohibit visitors to campus.
- Whenever possible, maintain six feet of physical distancing in busy areas like classrooms, hallways, and common areas.
- If 6-foot distancing is not possible:
  - Implement engineering or administrative controls to minimize exposure.
  - As appropriate or required, provide students, faculty and staff with personal protective equipment such as masks, gloves, goggles or face shields. (Note: Gov. Inslee issued a separate proclamation requiring all Washington residents to wear masks, including students.)
- Sanitize high-touch surfaces, and where safe and applicable, use disposable gloves or other personal protective equipment to prevent transmission of the virus.
- Provide equipment and supplies for hand washing and cleaning, and develop policies around those needs.
- Identify alternative arrangements for personnel (including student workers) upon request, including employees who refuse to come to work due to concerns related to campus safety. Educate employees about COVID-19, including how to prevent transmission, and about leave benefits and policies.
- Develop response protocols for students, faculty and staff who have the virus, have been exposed to the virus, or who are showing symptoms of the virus. The protocols must require that students and personnel self-quarantine or isolate according to public health guidelines.

- For colleges that operate student housing:
  - Colleges must provide quarantine and isolation housing and services for people who live in college-operated housing and let them know about these options. Examples of support services are food and drink, basic supplies and internet access.
  - Colleges must assign a person to be on-site at all times to monitor compliance with the safety rules.
  - Indoor social gatherings are prohibited under phase 1 of the Healthy Washington plan. In phase 2, indoor gatherings of up to five people are allowed from outside a household, with a limit of two households.

The proclamation includes additional requirements for Greek housing and university-style dorms.

- For campus food services:
  - Campus food services follow the higher education proclamation. The proclamation requires colleges to separate people by six feet (basically, one person per table), unless the diners are family members or already live together. Colleges must also limit capacity at 50%. It is virtually impossible for colleges to monitor whether diners live together, so SBCTC highly recommends colleges make it standard practice to allow only one diner per table.
Also follow other health and safety the guidelines in the higher education proclamation: place floor markings to promote physical distancing, post signs reminding visitors of safety protocols (such as maintaining a 6-foot distance, using a mask, and using hand sanitizer), and require customers to wear cloth face coverings when they’re not eating. Routinely sanitize high-touch surfaces and common areas (door handles, points of sale). Restrict cash payments: allow payments only by card or in other ways that don’t require physical contact.

Additionally, follow the health and safety guidelines for public restaurants (which generally track closely with the proclamation anyway).

Are there limits to class sizes and labs?
No, classes are instructional; therefore, they fall solely under the higher education proclamation.

The proclamation places no size limits on classes or associated labs. However, classes and labs are subject to standard safety protocols, which include social distancing, cleaning, and use of masks or other personal protective equipment.

Are colleges required to limit in-person student services?
Neither the higher education proclamation nor the governor’s Healthy Washington plan specifically address student services. Consistent with the higher education proclamation’s guidance on instruction, SBCTC recommends colleges keep all student services online unless in-person contact is needed for an individual student. When providing in-person service for an individual student, SBCTC recommends colleges provide service-by-appointment, following all the health and safety protocols such as distancing, cleaning, face coverings and health attestations.

Can faculty/staff “gather” in small department meetings?
Faculty/staff meetings do not fall under the higher education proclamation because they do not provide direct instruction or service to students. These meetings should comply with gathering-size limits in the Healthy Washington plan:

- Under phase 1: Indoor gatherings are prohibited.
- Under phase 2: Indoor gatherings are limited to no more than five people from outside a household, with a limit of two households. The 2-household limit, in effect, limits indoor meetings to two people since meeting attendees typically live in separate households.

Can libraries remain open?
For libraries, the Healthy Washington plan does not differentiate between phase 1 and phase 2. Libraries must have a COVID-19 supervisor in each building. According to the plan, libraries should provide service through the mail or curbside service as much as possible. In-person service is limited to 25% capacity.

The plan discourages libraries from using group meeting or study spaces, but does allow COVID-19 supervisors to open those spaces to small group meetings of up to five people per group.
What about computer labs?

Computer labs are considered instructional spaces — even those housed in libraries. As such, they may remain open under the higher education proclamation and are not subject to gathering-size limits. (SBCTC recommends sectioning off computer labs in libraries to create a clear distinction between the two areas.) Computer labs are subject to the other standard safety protocols, which include social distancing, cleaning, and use of masks or other personal protective equipment.

What about choir, band and orchestra?

The Healthy Washington plan includes guidance for theater and the performing arts. Generally, for phase 1, the Healthy Washington plan allows rehearsals only — not performances or recitals. Phase 2 allows rehearsals, performances and recitals according to detailed safety and health protocols. Performing arts centers may be rented to visiting groups, artists and musicians. However, venues must have a safety plan, inform patrons of the safety rules before they arrive, and post safety signs. Performers must follow all requirements associated with their activities — for example, an orchestra must follow the phased orchestra restrictions, and a choir must follow the phased choir restrictions. Trained staff or volunteers must be on-hand to encourage flow and physical distancing.

Are colleges required to limit social gathering sizes?

Yes, social gatherings are subject to gathering-size limits under the Healthy Washington plan.

Under phase 1:
- Indoor gatherings are prohibited.
- Outdoor gatherings are limited to 10 people from outside a household, with a limit of two households.

Under phase 2:
- Indoor gatherings are limited to five people from outside a household, with a limit of two households.
- Outdoor gatherings are limited to 15 people from outside a household, with a limit of two households.

May we rent out our conference center?

Colleges may rent out their conference centers provided they follow the Healthy Washington Plan’s phased guidance for miscellaneous venues:

For phase 1, the plan prohibits in-person business meetings, but it allows professional testing and training that cannot be performed remotely. The plan also allows indoor retail events like exhibitions. Each meeting room is limited to 25 percent capacity or 100 people, whichever is fewer (excluding staff).

For phase 2, the plan allows in-person business meetings plus everything else allowed in phase 1. Each meeting room is limited to 25 percent capacity or 200 people, whichever is fewer (excluding staff).

In both phases, the capacity limits are higher for very large venues over 100,000 square feet.
Weddings, funerals and religious services are also allowed but must follow the restrictions related to those activities.

At least one COVID-19 program supervisor must be present during every event to make sure safety protocols are followed.

For performing arts centers, see page 5 guidance on choir, band and orchestra.

**What are the rules for campus food services?**

Please see page 4 for rules around campus food services.

**Our college has a culinary-program restaurant for the public. Which protocols should we follow?**

Several colleges operate culinary-program restaurants that are open to the public. The purpose of these programs is to give students real-life experience in a restaurant setting, therefore, these restaurants should follow Gov. Inslee’s [Healthy Washington plan](https://www.wa.gov/health/healthy-washington-plan). The plan prohibits indoor dining in phase 1 and allows indoor dining in phase 2 but only at 25% capacity. In both phases, the table size is limited to six people per table from no more than two households.

**Our college offers personal services to the public. Which protocols should we follow?**

Several colleges offer personal services — such as cosmetology, hairstyling or esthetician services — to the public as part of the hands-on training within their workforce programs. The purpose of these programs is to give students real-life experience in the personal-service setting, therefore, these services should follow the guidelines for personal services under Gov. Inslee’s Healthy Washington plan.

For both phase 1 and phase 2, the plan limits client occupancy at 25% or lower. Clients who have appointments should self-screen for signs and symptoms of COVID before arriving. “Walk in” customers are allowed, but they need to wait outside and call to see if any times are available and also answer questions about their health and possible COVID-19 exposure. Strict health and safety protocols apply in all cases.

**What About Intercollegiate Athletics?**

NWAC Washington member colleges participating in practice and/or competition must follow the [Healthy Washington plan](https://www.wa.gov/health/healthy-washington-plan) in conjunction with [NWAC Health and Safety Policies](https://www.nwac.org/Resources/NWAC-Health-and-Safety-Policies). NWAC Health and Safety Policies are in compliance with the Healthy Washington plan and are the primary source of information and direction for NWAC member colleges.

Per NWAC policy:

- There will be no tournaments for any NWAC sport until further notice.
- No overnight travel unless approved by presidents of each school participating and the NWAC office.
- No spectators are allowed at any NWAC member college athletic event. ([Healthy Washington plan](https://www.wa.gov/health/healthy-washington-plan) and [NWAC Health and Safety Policies](https://www.nwac.org/Resources/NWAC-Health-and-Safety-Policies))
Are There Limits for Campus Fitness Centers?
Campus fitness centers should follow Gov. Inslee’s Healthy Washington plan:

- **For phase 1**, the plan sets an occupancy limit of 500 square feet per person. People may use the facility for less than one hour at a time. This time limit also applies to one-on-one instruction and group instruction classes. If the facility is not staffed, the limit is one person per room, scheduled in advance, and for no longer than 45 minutes.

- **For phase 2**, the plan allows facilities to operate at 25% capacity. (There are no limits on time or square footage.) If the facility is not staffed, the limit is one person per room or up to four people from the same household, scheduled in advance.

The plan includes other detailed safety protocols, including requiring face coverings at all times and positioning equipment so people aren’t facing each other.

Can Intercollegiate Teams Train/Work Out in Campus Fitness Centers?
NWAC member colleges may choose, at their own discretion, to open fitness centers for student-athletes who are members of the athletic teams to train and condition, provided member colleges comply with the health and safety standards in the Healthy Washington plan and the NWAC Health and Safety Policies.

What are the Rules for Resuming Intercollegiate Athletics?
For the most up-to-date information regarding the resumption of athletics, please talk to your athletic director about the NWAC’s (Northwest Athletic Conference) Return-to-Play Guidelines.

When are students, faculty and staff eligible for vaccines?
The Department of Health has created two new tools to help the general public find out which vaccination phase they’re in:

- Washington’s COVID-19 vaccine phases illustration
- Phase Finder

Many colleges have asked whether our health care faculty and students qualify under the A1 and A2 vaccination schedule, and whether our entire faculty will qualify under phase B2 like K-12 teachers and staff.

The Department of Health has advised SBCTC that our faculty and staff are prioritized with people in the community doing similar high-risk, in-person activities where it is difficult to maintain six feet of physical distancing. Examples include nursing faculty and students engaged with direct patient care, student teachers, and campus child care workers engaged with providing child care.

In general, though, higher education faculty and staff will not be treated the same way as K-12 schools because people in schools are more likely to have closer, physical contact with students.

The Department of Health has also advised SBCTC that the goal is to vaccinate 70% of adults by June.
On Jan. 19, Gov. Inslee announced that Washington state would immediately enter phase B1, and include people who are 65 and older (previously it was 70 or older). This decision follows guidance released by the CDC on Jan. 12.

What about travel?
The CDC has issued an order requiring all air passengers arriving to the US from a foreign country to get tested no more than three days before their flight departs and to provide proof of the negative result or documentation of having recovered from COVID-19 to the airline before boarding the flight.

For interstate travel, Gov. Inslee’s public travel advisory remains in effect. The advisory recommends a 14-day quarantine for people travelling to Washington from other states, including Washingtonians who are coming home from a trip elsewhere.

Are colleges still required to have a COVID-19 safety supervisor with designees in each learning space?
Unlike the original safety protocols of spring 2020, the higher education proclamation does not require COVID-19 safety supervisors in each learning space. The guidance document does, however, recommend identifying people in charge of COVID-19 safety. Colleges that operate student housing must have a COVID-19 safety monitor on site at all times.

Are temperature checks still required before people come to campus?
The higher education proclamation does not require temperature checks before people come to campus. The proclamation does, however, require colleges to have their students, faculty and staff self-certify that they have not experienced COVID-19 symptoms since their last campus visit. Many colleges are choosing to enforce temperature-checks either at home or on campus.

Where can I find more information?
COVID-19 safety rules
Visit the following websites for more COVID-19 safety information.
- CDC guidelines for cleaning and disinfecting: https://bit.ly/31k5JYX
Requirements for colleges as employers

As employers, colleges must follow all of the employee safety rules that existed before the COVID-19 pandemic plus new requirements specific to COVID-19.

Begin by reviewing:

- The employee section of higher education proclamation 20-12.2: https://bit.ly/2HaJ7T2

Then follow more specific guidance from the Department of Labor & Industries:

- Department of Health: Workplace and Employer Resources and Recommendations: https://bit.ly/2v7Eg6c

- Clarification that employees should wear face masks – not shields – unless they have a medical accommodation: https://bit.ly/3k2aVXh

- Example risk assessment used by UW: https://bit.ly/2vIQ3k0

Also feel free to email Carl Schiffler, SBCTC’s deputy executive director of education, at cschiffler@sbctc.edu
NWAC 2020-2021 COVID-19 Guidelines for Return to Play

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INTRODUCTION
When the COVID-19 epidemic first hit in March 2020, and NWAC was right in the eye of the storm hosting our basketball tournament in Everett, WA. Seemingly we went from an athletic conference to a de-facto triage unit. We have been discussing and determining our future by identifying concerns, priorities, and trying to sort out what we do know from what we do not know.

From day one of probably the biggest challenge in NWAC history, member colleges, executive board members, NWAC athletic trainers, and office staff, has worked to do our part to slow the spread of COVID-19, address eligibility issues, and among other things, worked on a return to play plan.

To address the wide variety of issues known and trying to anticipate unknown issues, NWAC reviewed a vast amount of literature, solicited input and engaged in multiple discussions with sports chairs and their committee members, commissioners, our peer conferences (California Community College Athletic Association, National Junior College Athletic Association), four-year conferences (Great Northwest Athletic Conference, Pacific Northwest Conference, Cascade Collegiate Conference), and consulted with our NCAA two-year liaison, Academic Affairs and Membership Associate Director, Greg Dana.

From the outset it was clear that we would have to think differently about how the NWAC was to accomplish our mission while trying to prepare for a multitude of situations. The ultimate goal is to provide a restart surrounded in as much normalcy as possible while continuing to protect the safety of our student-athletes, staff, and slow the spread of COVID-19. We have been transparent providing weekly updates which included among other things, our timeline and thoughts about returning to competition.

We also know with 36 member colleges in three states and British Columbia, 36 community college presidents, 72 commissioners, and 36 vice presidents of student services, hundreds of coaches, and a few thousand student-athletes and parents, decisions made to please everyone was not possible. What we could do and what we chose from the outset was to be thoughtful in our decision making and Respond to the situation at hand and not React.

Our fall 2020 return to play guidelines integrates the work of a lot of people within the NWAC. This plan is also the first step to the overall return to play plan for the entire year and for all NWAC sports. It is important to note that as part of this plan the sports committees and sports regions will work alongside the NWAC office to develop the details.

We have said from the beginning that flexibility, creativity, adaptability, and patience are essential to the success of our return to play. NWAC will continue to follow the guidance and direction of the Center for Disease Control, local and state health agencies, and member college presidents. Should conditions dictate a change from these guidelines, we have contingencies (two scenarios) that will help us address NWAC sports. Be advised that as additional information becomes available, we will look to update our plans and strategies.

As like never before, our belief in the principles of Character, Competition, and Community is and will be tested. It is the hope that the fruits of those characteristics will be evident and strong as we work through this together. It is imperative that as athletic administrators/leaders that you do not allow these difficult times to ruin the experience for the student-athlete. This is a year when the focus of what we do most likely changes and remember, NWAC is much more than just games.
GUIDING PRINCIPLES

In working to provide options for NWAC sports, the Executive Board kept at its foundation the following core principles:

1. **Health and Safety:**
   The health and safety of NWAC student-athletes, athletic administrators, support staff members, coaches and fans is paramount. **It is important that we follow health mandates as established by local and state health authorities.** State and local health authorities, and individual colleges dictate NWAC return to play. Consistent communication and safety protocols need to be in place at our member institutions so they can adequately address the situation. Each member college will provide safety protocols to the NWAC office a month before the start of school.

2. **Fiscal Responsibility:**
   It is quite apparent that our member colleges are facing less than ideal futures in regards to school and athletic budgets. Our conference is not immune from these financial difficulties as well, especially when we do not know how the pandemic will affect our championship events, fundraising, merchandise, etc. In fact there may be even more budget difficulties after our state governments release their financial forecasts.

3. **Value and Integrity of League and Championship Play:**
   The Executive Board believes the importance of league and championship play be the priority when member colleges return to play. Though travel, formats, and venues may differ from their original intent, what does not differ is the priority and significance of region play and championship events.

4. **What We Have Today May Look Different Tomorrow:**
   Member colleges will need to be flexible, cooperative, and accommodating as schedules, travel, and championships will be affected. It is the type of cooperation that focuses on selflessness and what is in the best interest of the majority. Caution needs to be taken that a real possibility exists that not all member colleges will be delivering academic programs, athletic events, and allowing fans on campus in the same manner and at the same time. Realize NWAC may look quite different when competition comes back.

5. **Opportunities:**
   The guidelines provides opportunities for NWAC student-athletes to get back to competition in a safe manner. The scenarios also provide opportunities that if our counties and states are recovering at a high rate and normalcy is coming back sooner or later, the Executive Board will look to make adjustments to the scenarios.

6. **Decisions:**
   We will respond and not react. Throughout this whole process NWAC has received input from NWAC commissioners, regions, sports committees, coaches, Washington and Oregon presidents, and vice presidents of student-services, as well as input from those outside of the NWAC. Our decisions have been and will continue to be thoughtful.

**NWAC RETURN TO PLAY GUIDELINES FALL SPORTS 2020 (STEP 1 COLOR PHASE APPROACH)**

**Summary:** In conjunction with the NWAC Sports Medicine Committee, Dr. De Gooyer, and review of literature from state, national health agencies, NCAA, and other medical agencies, NWAC has created a color phase approach to for our Return to Play Guidelines. **As prescribed by the NWAC Sports Medicine Committee, NWAC student-athletes/teams will follow the “color phase” protocol when returning to play (see information above).** Before entering the “color phase protocol,” each NWAC member college will provide the NWAC with their respective return to campus protocol. Information to include: Identification of Covid-19 team and the Covid-19 liaison; Authority from local
health authority and are following state and local health authority guidelines; Plan for sanitization, acquiring PPE’s, handling a positive/symptomatic individual, monitoring symptoms, contact tracing, and education plan for student-athletes, staff, and coaches, and game management.

GREY PHASE: Re-entry plan (2 weeks)

- NWAC recommends in accordance with national guidelines (CDC) that all athletes shelter in place and/or quarantine in the county of their institution 14 days prior to the red phase.
- NWAC student-athletes/teams will follow the “color phase” protocol when returning to play (see information below on dates and phases. Before entering the “color phase protocol,” each NWAC member college will provide the NWAC with their respective return to campus protocol.
- Information to include: Identification of Covid-19 team and the Covid-19 liaison; Authority from local health authority and are following state and local health authority guidelines;
- Plan for sanitization, acquiring PPE’s, handling a positive/symptomatic individual, monitoring symptoms, contact tracing, and education plan for student-athletes, staff, and coaches, and game management.

RED PHASE: Limited Group Practice (ATC’s recommend 14 days, which means we may move the championship dates back)

- Student Athletes and athletics staff have completed the COVID19 Addendum and the recommended quarantine.
- Vulnerable individuals shelter in place and continue individual workouts with precaution.
- Small group training should occur based on local health authority restrictions.
- Gatherings of no more than 10 are allowed.
- Virtual meetings when at all possible.
- Gyms and common areas where student-athletes and staff are likely to congregate and interact, should remain closed unless strict distancing and sanitation protocols can be implemented.
- Nonessential travel should be minimized, and Centers for Disease Control and Prevention guidelines regarding isolation after travel should be implemented.

YELLOW PHASE: Modified Team Practices

- Vulnerable individuals should continue to shelter in place and continue individual workouts with precaution. Vulnerable individuals may perform workouts with coaches on an individual basis, with social distancing measures.
- Gatherings of more than 50 people should be avoided unless precautionary measures of physical distancing and sanitization are in place.
- Full team practices (excluding vulnerable individuals) can take place with social distancing measures in place.
- Nonessential travel should be minimized, and Centers for Disease Control and Prevention guidelines regarding isolation after travel should be implemented.

GREEN PHASE: Full Team Practices & Games

- Vulnerable individuals can resume in-person interactions, but should practice physical distancing, minimizing exposure to settings where such distancing is not practical.
- Gyms and common areas where student-athletes and staff are likely to congregate and interact can reopen if appropriate sanitation protocols are implemented, but even low-risk populations should consider minimizing time spent in crowded environments.
• Unrestricted staffing (video, table, game management, etc.) may resume with sanitation protocols in place.

• Consideration of spectator modifications (i.e., no spectators, physical distancing, etc.) to ensure safety of student-athletes, support staff and spectators

**BLUE PHASE:** All clear and is dependent on the successful development of widely available treatment including prophylactic immunotherapy, coupled with widespread, effective vaccination.

• Reduction of spectator modifications (i.e., no spectators, physical distancing, etc.).

• Return to normal practice.

NWAC schools have been sent the following medical information:

* Educational programs on COVID-19 for student-athletes.

* Educational programs on COVID-19 for athletic administrators and coaches

* COVID-19 Addendum

* COVID-19 Assumption of Risk

* Return to Play Protocol

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<td>Tennis</td>
<td>See above</td>
<td>2/8/21</td>
<td>2/22/21</td>
<td>3/8/21</td>
<td>5/7-8/2021</td>
<td>Championship Site TBD</td>
</tr>
</tbody>
</table>
*It is imperative that member colleges are maintaining and practicing current medical protocol related to COVID-19. NWAC continues to work with our athletic trainers to provide current medical information. The above color phase is a major part of the protocol, but there are still issues to be determined. More medical information is forthcoming.

**NWAC 2020-2021 SPORTS CALENDAR**

**Key issues:**
* All sports are taking a 20% reduction in contests.
* Entry into Soccer, Volleyball, Basketball, and Baseball championships are the top two finishers from each region. Softball with three regions will send the top four finishers from each region to their championship tournament.
* In season modifications: No overnight stays though exemptions are available as approved by member college presidents and the NWAC executive board. Maximum of two activities/scrimmages are allowed. Sports as deemed necessary alter any rules and/or protocols to adhere social distancing and other safety precautions. The color phase principles must be adhered to during in season.
* Out of season modifications: No overnight stays and two maximum activities/scrimmages are allowed. Out of season begins the first day of school and/or when your institution in accordance with the local health district allows students on campus. The color phase approach principles and standards must be adhered to during Out of Season.
* Non-traditional sports seasons (e.g., fall baseball, etc.) and showcases will not be conducted in 2020-2021.

**Key principles:**
**Health and Safety:** The different phases addresses safety protocols. A reduction in contests hopefully reduces contact with a variety of member colleges and other institutions and can eliminate overnight travel. Helps ATC’s and AD’s in administering and managing safety protocols.

**Fiscal Responsibility:** A 20% reduction in contests at a minimum saves member colleges on travel, meals, lodging, and officials. Reducing the size of championships saves Member College’s travel, meals, lodging costs, and conference expenses. Soccer, softball, and volleyball championships may be moved to member college facilities.

**Value of League and Championship Play:** By focusing on league and championship play it shows the importance and value of each as Member College’s look to manage issues.

**Today May Not Look Like Tomorrow:** This scenario provides some flexibility and allows regions to work on schedules and provides consistency within regions for fans, student-athletes and others when it comes to safety, health, and maintains the importance of league rivals. Depending on the growth or decline of the pandemic, the NWAC will be constantly reviewing the above dates and guidelines and make any adjustments deemed necessary.

*Please remember these our guidelines as we attempt to get back to some sense of normalcy. Conferences around the country are making plans for fall sports that are quite similar. We all need to realize that NWAC does not have the final say on whether return to play as outlined here can happen. The final decision rests with the administration of our member colleges.

*Regarding winter and spring sports, the NWAC office will work with the individual sports committees on start dates, league schedules, modify in-season and out season protocol to include fall quarter, modify championships, and other items as deemed necessary.

The decision on return to play by the Executive Board has been based on input from constituents, administrators from our member colleges, and people outside of the NWAC. The EB has been quite thorough in its review and
decisions and realize that there is no answer that will meet the needs of all involved. Decisions have been based on thoughtful deliberation, robust discussion, and listening to membership thoughts and concerns. **NWAC will continue to monitor the situation and depending on the decline or the spread of the pandemic, will make adjustments as deemed necessary as long as they do not conflict with our principles for return to play. We also know that at any time we could be forced into cancelation of a season as well.**

We also recognize that this situation is ever changing on what seems to be a daily basis. These continual changes are more times than not out of our control, may necessitate additional contingency plans, and should local, state, or federal guidance change, or if public health officials or your institutions deem it in the best interest of the health of our student-athletes, staff, and supporters.

**CONCLUSION**

The above is a representation of a lot of work developed in good faith and based on what we know at this time. Over the past 4 plus months, the Executive Board has worked on developing a return to play plan. Trying to come up with a plan is like building an airplane while flying it. As we try to create a strong foundation, we are fully aware that the vastness of the unknown is outside of our control and can change in an instant. We are prepared to respond to the direction this may go. Additionally, it is imperative that we all keep in mind the greater good of all our member colleges as we continue this journey. Trust me we have heard and listened to the variety of views from the people we serve and took those into consideration.

We need to be comfortable living in the gray. In athletics the majority of us want to live in a black and white world and we want answers immediately. The reality is that this pandemic has forced us to learn to be comfortable living in the gray. Every day we have to adjust. A quote from John Maxwell I came across seems to sum up our battle: “**The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.**” Bottom line the health and safety of our student-athlete remains paramount so we must be prepared to sacrifice and adjust.
Appendix F: Residence Hall

Cleaning and Sanitizing

- Complete thorough and detailed cleaning of entire facilities, with focus on high contact areas. Resident Advisors (RA’s) will clean the community room and sanitize all doorknobs, and other identified high touch points daily.
- Posted signs and white boards are used to educate and remind students to wash their hands frequently. Hand sanitizer stations will be installed in common areas as supplies permit. Hand sanitizer does not replace the need for proper hand washing.
- Residents will be provided with their own sanitation solutions or wipes to clean and sanitize their own areas.
- All hard surfaces will be disinfected using an EPA registered chemical disinfectant.
- If a student or residential staff member tests positive for COVID-19, areas used by sick person will be closed off for a period of 48 hours before cleaning and disinfecting; Staff members and students who test positive for COVID-19 will be quarantined in a space designated for that purpose.
- Shared facilities will be cleaned regularly. The community room and laundry room will be cleaned daily during the week.

Physical Distancing

- Signage will be in place to remind groups to stand at least 6 feet apart and avoid congregating in common areas;
- Roommates and suitemates will be treated as a family unit (or cohabitants) under this plan.
- Students with pre-existing health conditions will be assigned to single occupancy rooms, when possible.
- Floor markings will be used in common spaces (such as the community room and laundry room) to promote physical distancing. Individual room access points are on exterior walls, with no hallways necessitating traffic controls.
- The community room restroom will be closed due to limitations on Resident Advisors capacity for cleaning responsibilities and to minimize risk to residents. Restrooms are available for students in their rooms or suites.
- An emergency/quarantine room has been identified. For isolation/quarantine periods, students will quarantine for 14 days before being placed with a roommate.

Staff Health and Personal Hygiene

- All employees will adhere to the policies contained in the Olympic College Safe Back to School Plan.
- Staff with COVID-19 symptoms are required to remain home per the guidelines listed above.
- Employees and residents will be provided with face coverings, should they not have one.
- All staff will be trained on the importance of frequent handwashing, the use of hand sanitizers with at least 60% alcohol content, and clear instructions to avoid touching hands to face.
Facility Safety

- All staff and residents must wear face masks throughout the building, except when they are within their own rooms.
- Rooms will remain vacant for 48 hours after check-out and prior to cleaning.
- Residents will be educated on the Olympic College Safe Back-to-School Plan.
- The Residence Hall Manager will ensure that physical locations have been identified to isolate confirmed COVID-19 cases.

 Resident Expectations

- Visible entry point signage will be used to remind all staff and residents on shared responsibilities, including: proper hygiene & sanitization, physical distancing, and PPE guidance.
- The Olympic College Safe Back to School Plan will be publicly available online for students to review at any time, and a physical copy will be available in the community room.

Expectations for Visitors and Gatherings

- Gatherings in apartments must be limited to the two people who reside in the apartment and one visitor at a time. Family members who reside together are exempt from this limit and may gather with up to two visitors.
- Gatherings in apartments where only one resident resides are limited to the one person who resides in the apartment and two visitors at a time.
- In the case of more visitors than the listed number, gatherings must take place in the community room or courtyard.
- A gathering in the Residence Hall, outside of an apartment, must be limited to five people at a time, and only one such gathering may occur at a time. This means the community room capacity is limited to five people total.

Isolation and Quarantine Rooms

In the Residence Hall, individual rooms have their own ventilation systems and do not share ventilation passageways between rooms. The following rooms have been designated as isolation and quarantine rooms, if needed, in the Residence Hall:

- Isolation Room: 409
- Quarantine Room: 418
### Appendix G: COVID-19 Scenarios & Benefits Available Guide

#### COVID-19 Scenarios & Benefits Available

The information shared on this chart does not necessarily guarantee benefits. Speak with your local HR consultant to verify coverage.

<table>
<thead>
<tr>
<th>Sample scenarios</th>
<th>Sick Leave</th>
<th>Emergency Paid Sick Leave</th>
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<th>Emergency Family and Medical Leave Expansion</th>
<th>Washington Paid Family and Medical Leave</th>
<th>Vacation Leave</th>
<th>Shared Leave</th>
<th>Leave Without Pay</th>
<th>No Loss of Pay for up to 16 days</th>
<th>Governor's Proclamation 20-05</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Employee tests positive for COVID-19 and has indicated they are unable to work (availability of telework does not preclude the employee from taking the leave)</td>
<td>✓</td>
<td>✓</td>
<td>May qualify, work with your HR consultant</td>
<td>✗</td>
<td>Refer to ESD</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>2</td>
<td>Employee has symptoms of COVID-19 and is seeking a medical diagnosis and has indicated they are unable to work (availability of telework does not preclude the employee from taking the leave)</td>
<td>✓</td>
<td>✓</td>
<td>May qualify, work with your HR consultant</td>
<td>✗</td>
<td>Refer to ESD</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

*Created by Department of Social and Human Services, partnered with the Attorney General's Office and OPM State-Local Human Resources.*

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</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Employee is subject to a Stay at Home order and the employee does not have any work for them to do</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✗</td>
<td>✓</td>
<td>✗</td>
</tr>
<tr>
<td>4</td>
<td>Employee is not sick but has been advised by a health care provider not to be in the workplace due to increased risk of COVID-19 but does not fall into the CDC high risk/might be at risk categories (leave applies if no telework is available)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

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*Last Updated: August 27, 2020*
### COVID-19 Scenarios & Benefits Available

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#### Sample scenarios

<table>
<thead>
<tr>
<th>Scenario Description</th>
<th>Sick Leave</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Employee has been in close contact (as defined by Washington State Department of Health) with a person who has tested positive for COVID-19, but employee is otherwise healthy, not showing symptoms (leave only applies if no telework is available)</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
</tr>
<tr>
<td>Employee cannot work because they are caring for an individual who is subject to a government quarantine or isolation order or have been directed by a health care provider to self quarantine (availability of telework does not preclude the employee from taking the leave)</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
</tr>
<tr>
<td>Employee cannot work because their child’s school is closed/in remote learning mode and/or their child care provider is unavailable due to COVID-19</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
<td>×</td>
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</tbody>
</table>

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</tr>
</thead>
<tbody>
<tr>
<td>8. Employee lives in a county or city area and refuses to come to work</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td></td>
<td></td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>9. Employee is either age 65 or older, or is in a category of those at increased risk of severe illness and death as listed in CDC guidelines, and no telework is available</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td></td>
<td></td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

Documentation may be required; may not be a pre-requisite to taking leave. May qualify, work with your HR consultant. Refer to ESD. May qualify, work with your HR consultant. May qualify, work with your HR consultant. May qualify, work with your HR consultant.

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<table>
<thead>
<tr>
<th>Sample scenarios</th>
<th>Self-Leave</th>
<th>Emergency Paid Self-Leave</th>
<th>Family and Medical Leave Act</th>
<th>Emergency Family and Medical Leave Expansion</th>
<th>Washington Paid Family and Medical Leave</th>
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<th>Shared Leave</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Employer is subject to a governmental stay home order and the employee has telework for them, but the employee cannot perform it due to the order (e.g., such as lack of internet)</td>
<td>X</td>
<td>✅</td>
<td>✗</td>
<td>✗</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✗</td>
<td>X</td>
</tr>
</tbody>
</table>

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