

## *COVID-19 PREPAREDNESS AND RESPONSE PLAN UPDATE DATED March 29, 2022*

In accordance with guidelines from local, state and federal officials, including, the Department of Labor and the Centers for Disease Control (CDC), Friends of the Rouge (“FOTR”) is updating its COVID-19 Preparedness and Response Plan adopted by the Board of Directors on June 10, 2020 (the “ Plan”), **effective immediately\***, as follows:

### **COVID-19 PARTICIPANT POLICY**

As of September 21, 2021, **Friends of the Rouge (FOTR) NO LONGER REQUIRES in-person participants (staff, board, independent contractor, interns, volunteers, event attendees etc.) to be fully vaccinated or to demonstrate proof of a negative PCR OR Rapid test 48 -24 hours in advance of the event or a work day.** This new policy ONLY applies to events where FOTR is the primary organizing entity. FOTR’s participation in other entities’ events are subject to the organizing entities protocol.

Vaccinated FOTR participants are NOT required to wear a mask outdoors or indoors. However, they must provide valid proof of vaccination status in order to be mask free. **This updated policy is effective immediately.**

Fully vaccinated participants must still wear masks in the following circumstances and follow the PPE within this policy and by direction of the Plan:

- When directed by an event leader (this could be in unique or extreme circumstances).
- For Plymouth Arts and Recreation Complex (PARC) shared spaces at the facility including restrooms and hallways, please follow protocol as determined by their leadership.

A “fully vaccinated” participant is determined by the following:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine.

An “unvaccinated participant” is any participant who does not meet the definition of “fully vaccinated.”

Unvaccinated participants, are **NO LONGER required to wear a mask outdoors** as long as social distancing is available. **Unvaccinated participants must continue to mask when indoors.** This practice is to ensure the health and safety of the workforce and our visitors.

- The type of PPE (masks, gloves, face shields, hand sanitizer, sanitizing wipes and sanitizing sprays) issued will be determined on a case-by-case basis based on current CDC recommendations and best practices.
- Cloth/surgical masks will be worn when entering/exiting a building; during any health screening process; in public spaces within a building, such as hallways, conference rooms, breakrooms, copy/file rooms, and bathrooms.
- Cloth/surgical masks will be worn in any instance that a minimum 6 feet of social distancing cannot be maintained.

PPE are just one of many protective measures and are not intended to be a substitute for social distancing, personal hygiene, and additional cleaning protocols. Please review the Plan for more detail.

#### **PREVENTION EFFORTS AND WORKPLACE CONTROLS**

FOTR does not currently restrict the number of employees or participants present in the physical office. All employees are encouraged to work in the FOTR office but permitted to work remotely, unless otherwise directed. Staff meetings may be held in person, indoors or outdoors, remotely, or a hybrid of both in-person and remote. FOTR staff is encouraged to continue to maintain physical distance, when possible, in the FOTR office building and should continue to follow all cleanliness measures and exercise personal hygiene best practices.

Except as otherwise modified herein, the Plan remains in place. As the COVID-19 pandemic progresses, FOTR will continue to update the Plan and its corresponding processes.

Employees who wish to report unsafe work practices should immediately contact executive director, Marie McCormick, at (248) 444-0756 or [mmccormick@therouge.org](mailto:mmccormick@therouge.org), or if not available, Karen Hanna [khanna@therouge.org](mailto:khanna@therouge.org).

\*Updated on March 29, 2022 by Marie McCormick.