



COLD, FLU, VIRUSES and COVID-19 GUIDELINES

Benco encourages employees to take precautions to help prevent contracting illness but does not require employees to be vaccinated or provide proof of vaccination.

Employees are welcome to wear masks as a preventative while working and may be required by Benco to wear a mask when there is known illness within the program or if Benco receives directives from OHA, Benton County Health Department or other government agencies.

The people Benco provides services to have the right to require all support providers and their care team to wear masks around them. If a person Benco provides support to asks that employees wear masks, the employee must comply with that request. The person may also ask visitors or others in the home to wear a mask when they are close to the individual. The decision to wear a mask is up to that person. Benco employees may need to support a resident if a person, not employed by Benco, does not respect their request to wear a mask around them.

Benco employees should follow Benco's policies on calling in sick if they are experiencing symptoms of any infectious illness. If the symptoms of illness do not include a fever of 100.4 or more, and the employee feels well enough to work, the employee may work if the employee wears a KN95 mask while experiencing symptoms and follows standard precautions to reduce the spread of illness.

If the employee has a fever of 100.4 or higher and/or does not feel well enough to come into work, the employee should follow the procedure for calling in sick.

- If it is during hours that the supervisor is working, the employee should call to notify their supervisor directly.
- If it is outside of the hours that the employees supervisor is working, the employee should call the pager person to notify.
 - If the employee is able to help find coverage for their shift, that is preferred. If the employee is too ill to help find coverage for their shift, please communicate this.
- The employee must be fever free for 24 hours prior to returning to work and wear a kn95 while at work for the following 5 days.

Respiratory Virus Guidance Snapshot

CORE STRATEGIES

Core Prevention Strategies

Immunizations

Hygiene

Steps for Cleaner Air

Treatment

Stay Home and Prevent Spread*

ADDITIONAL STRATEGIES

Additional Prevention Strategies

Masks

Distancing

Tests

*Stay home and away from others until,

Your symptoms are getting better

and

You are fever-free (without meds)

for 24 hrs

Then take added precaution for the next 5 days

Layering prevention strategies can be especially helpful when:

- ✓ Respiratory viruses are causing a lot of illness in your community
- ✓ You or those around you have risk factors for severe illness
- ✓ You or those around you were recently exposed, are sick, or are recovering

Any time there is illness within the program, extra vigilance to clean/disinfect any surfaces that employees and residents regularly touch will be implemented.

Any time a person receiving services displays symptoms of a respiratory or communicable illness, all employees providing care to that individual will be required to wear a kn95 mask and encourage physical distancing from others within the house to the greatest extent possible. Hand washing and other precautions against the spread of the illness will be implemented. The individual will be encouraged to stay home until they are better.

If a Benco resident contracts COVID-19, Benco will follow the local public health requirements for reporting and responding to care.

When visitors come to a Benco program, employees will inform them of any current cases or recent outbreaks of infectious disease in the home. The employee will offer the visitor a mask if there has been a recent outbreak.

Any Benco employee or resident may choose to continue to wear a mask in any setting.

Regular handwashing, general sanitization, and cleaning practices will remain in place at all times.

BENCO NO LONGER REQUIRES PCR TESTING FOR COVID-19 SYMPTOMS OR EXPOSURE. BENCO NO LONGER REQUIRES NOTIFICATION OF COVID-19 EXPOSURE, TESTING, OR POSITIVE COVID CASES TO BE REPORTED