

Indiana University Health Safety Plan

IU Health takes the health and safety of our team members, patients and visitors very seriously. In response to the spread of COVID-19, a respiratory disease caused by the novel coronavirus, IU Health has developed this COVID-19 Safety Plan as part of our efforts to reduce the potential for exposure to and spread of the coronavirus. This Plan is based on information available from the U.S. Centers for Disease Control and Prevention (“CDC”), the Occupational Safety and Health Administration (“OSHA”), and the State of Indiana and is subject to change based on further guidance from these and other public health agencies. The organization will monitor coronavirus-related guidance and will communicate any changes to this Plan accordingly.

We are counting on all team members to do their part to promote a healthy, safe working and patient care environment. If you have any questions about this Plan, please contact your leader or local HR team.

I. Team Member and Visitor Health Screening Process

IU Health instituted the following processes for all team members, patients and visitors attempting to enter our facilities:

▪ General guidance for team members

- Team members should not report to work if they are exhibiting any symptoms.
- Symptomatic team members are able to call the IU Health Virtual Screening Clinic for further assessment and clinical guidance (be sure to select the team member option when using the IU Health Virtual Visit App).
- Signage will be implemented in team member-facing areas to remind them of limits on number of team members allowed in shared spaces, proper etiquette (including turning away from other individuals and coughing/sneezing into their elbow), social distancing requirements, and more.
- Guidelines are established for certain team members with qualifying health issues (as defined by IU Health) to opt out of caring for COVID-19 patients.

▪ Screening Process

- IU Health has adopted a single, consistent approach to how we treat and screen patients and visitors at all clinical locations (administrative locations permit visitors on a case-by-case basis approved and administered by its local leadership with visitors subject to passing the same screening questions, wearing a mask and practicing social distancing).
- Screening at clinical locations will take place at guest relations or check-in desks with questions and procedures consistently modified based on latest CDC recommendations.
 - All patients will be screened, receive a mask and be asked to hand sanitize.
 - If a visitor meets the Family Connections Guidelines AND passes the screening question, they will be permitted into the building and also given a mask and asked to hand sanitize.
 - If a vendor is necessary for patient care AND passes the screening questions, they will be permitted into the building and also given a mask and asked to hand sanitize.
 - All contractors must pass the screening questions, wear a mask and follow Design & Construction protocols.

▪ Family Connections - Visitor Guidelines

- To better protect our team members, patients and caregivers, IU Health has adopted a single, consistent approach for handling family connections.



- The Family Connections Guidelines provides the framework for decision-making on visitation within IU Health facilities based on a data-drive approach and will be consistently modified based on latest recommendations.
- A mask must be worn by visitors at all times while inside the facility along with adherence to any additional PPE requirements that may be requested.

- **Team Member COVID-19 Testing and Diagnosis**

- Any team member who tests positive for COVID-19 or is diagnosed with COVID-19 by a healthcare provider should not report to work but should immediately notify their leader.
- Team members will use the IUH Virtual Screening Clinic to receive return-to-work guidance.

II. Enhanced Cleaning and Disinfecting Protocols for the Workplace

The following enhanced cleaning and disinfection protocols will be in place until further notice:

- IU Health will provide appropriate cleaning supplies throughout our facilities and to team members. We will ask each team member regularly to wipe down any area in the team member's personal workspace where the team member has been in contact with high-touch surfaces, including keyboards, telephones, light switches, sinks, tables, shared devices/equipment and handles.
- IU Health have engaged our cleaning service to increase the frequency and depth of cleanings to ensure all areas of the workplace are thoroughly cleaned with additional regularity.
- Approved cleaning and disinfecting products may change and these changes will be communicated via the IU Health Team Member Portal, COVID-19 page.

III. Enhanced Personal Hygiene/Protection Measures/Face Masks/Social Distancing

- IU Health is reminding team members of regular steps that can be taken to reduce the spread and/or prevent exposure to this virus, including:
 - Obtain the COVID-19 vaccination; team members have until September 1, 2021, to be fully vaccinated unless an approved medical or religious deferral or exemption applies
 - Perform hand hygiene using alcohol based hand sanitizer or washing with soap and water for at least 20 seconds
 - Avoid touching eyes, nose, and mouth
 - Avoid close contact with others, do not gather in groups at work or outside of work, stay out of crowded places
 - Cover mouth and nose with an approved face mask when around others, and replace mask regularly
 - Cover coughs and sneezes with a tissue or the inside of the elbow
 - Clean and disinfect surfaces daily
- IU Health is providing hand sanitizer stations and bottles throughout the workplace for team members, patients and permitted visitors to use.
- We also provide tissues and no-touch disposal receptacles throughout the workplace for team member use.



▪ **In facilities where patients receive care (e.g. hospitals, outpatient offices, imaging centers, surgery centers):**

- Fully vaccinated team members must wear a face mask while providing patient care and when in areas patients and visitors may be present (hallways, public spaces, cafeterias, etc.), and should continue to practice social distancing as able.
- Fully vaccinated team members are not required to wear a face mask or social distance in non-clinical spaces, such as in offices, cubicles, break rooms, conference rooms, and spaces where patients are not present.
- Team Members who are **not fully vaccinated** must continue to wear a face mask and practice social distancing of 3 feet in all settings and locations.

▪ **In facilities where patients do not receive care:**

- Fully vaccinated team members are **not** required to wear face masks or social distance while in the IU Health facility.
- Team Members who are **not fully vaccinated** must continue to wear a face mask and practice social distancing of 3 feet in all settings and locations.

▪ **Additional Guidance:**

- Eye protection is no longer required during patient care (for both vaccinated and unvaccinated team members), unless required by isolation or standard precautions.
- Any fully vaccinated team member is welcome to wear a face mask, even in locations where face masks are not required.
- Patients and visitors are still required to wear face masks when in IU Health facilities, regardless of vaccination status.
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- The temporary work from home period ends on **May 31, 2021**; and based upon a team's specific work arrangements, team members are expected to return to the workplace on or before **June 1, 2021**. Continual assessment and modification of team member spaces may be required, including the following considerations:
 - We encourage evaluation of the following administrative measures:
 - Staggering lunch and breaks to limit number in breakrooms
 - Staggering start and end times of shifts in order to reduce the concentration of team members on-site at a given time
 - Allowing team members to work remotely based upon the work arrangement type of their team.

