



THE TABERNACLE

LOVE GOD. LOVE PEOPLE. MAKE DISCIPLES.

COVID-19 Response Plan

Returning to Work Guidelines Exposure/Suspected/Positive COVID-19 Illness/Diagnosis March 2022

Note: This response plan addresses guidelines for paid Tabernacle staff but may also be utilized for leaders/volunteers.

- If you have had **close exposure** to a person with a positive COVID-19 diagnosis, we ask that you monitor for symptoms for five days following the exposure. We also ask that those exposed exercise personal responsibility in regard to attending meetings/services, presence in Tabernacle office areas, contact with high-risk members of our staff/volunteer teams and congregation, and participation in other Tabernacle events. These measures can include social distancing, wearing a mask, refraining from working/serving if symptoms become present, and communicating any changes in health to the Human Resources Department.
- If you are ill and **suspect a COVID-19 infection**, we ask that you refrain from coming to work for a minimum of five days (longer if symptoms/fever are still present). Staff members should be completely symptom/fever-free before returning to work. Staff will not be required to get a COVID-19 test to stay home during this time. However, if you would like to return to work earlier, you will be asked to provide a negative COVID-19 test.
- A staff member who has had a **positive COVID-19** diagnosis will be asked to refrain from coming to work for a minimum of five days. (longer if symptoms/fever are still present). Staff members should be completely symptom/fever-free before returning to work. If you would like to return to work earlier than

the five-day minimum requirement, you will be asked to provide a negative COVID-19 test.

- Staff members who have received a positive COVID-19 diagnosis will not be required to get a negative COVID-19 test or a doctors note to return to work, unless they would like to return sooner than the five-day minimum requirement (please see the above stipulations).
- COVID-19 related exposure, a positive COVID-19 diagnosis and time-off related to suspected or confirmed COVID-19 should be reported to the Human Resources Department (Executive Director).
- Time-off related to any suspected or confirmed COVID-19 illness/other infectious illnesses will not effect vacation days, Flex weekends, maternity/ paternity leave or bereavement leave.
- Tabernacle staff are not be required to receive a COVID-19 vaccination for employment at The Tabernacle.
- The Tabernacle will not inquire about the vaccination status of staff members. However, if a staff member wishes to share vaccinations status with the Human Resources Department in relation to COVID-19 exposure/illness, they may do so at any time. This information will be kept strictly confidential.
- These guidelines also include other infectious illnesses such as chicken pox, measles, flu, contagious viruses or other illness that could be passed to staff/ volunteers/congregants.