



Last updated 4/30/2020

Re-Entry to In-Person Service

When agencies re-open after Executive Orders have been lifted, they will be required to make adjustments and create plans, policies, and procedures for in-person services.

If your agency plans to reopen, consider:

- Implementing an alternative direct service delivery model that includes a mix of in-person and remote services provision.
- Providing focused individual services, especially for at-risk clients & staff.
- How to reconnect and meet the service needs of survivors/clients who have fallen behind/disconnected in a remote service environment.
- The importance of maintaining the connection between staff, partners, and survivors.
- The important role that agencies play in the health of survivors, families, and communities.
- Service provision & connectivity that can meet the social distancing requirements.
- Recommending a policy around how organizations will keep their clients and larger community abreast of any changes in their services.
- Creating spaces for staff to discuss self-care, anxiety and vicarious trauma
- Continuing to develop policy and practice utilizing technology for connection. Develop plans to increase access for staff and clients.
- Recommend staff to wear masks when around others unless there are extenuating circumstances (trauma, health issues). With staff who are unable to wear masks provide accommodations to allow staff to do their job while social distancing. Provide masks and allow staff to opt to use their own masks.
- Masks should be highly encouraged for clients. Provide exemptions for those who the mask creates a trauma response.
- Consider meeting somewhere that is outdoors when meeting with clients in person; this will have to be away from others while still being able to maintain the highest level of confidentiality.

REMEMBER: Gathering guidelines remain at a maximum of 10 people. Any gatherings of 10 or fewer people outside your household should adhere to all Social Distancing requirements and recommendations.

Guidelines for All Individuals

1. Continue to Practice Good Hygiene

- Wash your hands with soap and water or use hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
- Sneeze or cough into a tissue, or the inside of your elbow.
- Disinfect frequently used items and surfaces as much as possible.



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- Strongly consider using non-medical face coverings while in public, especially in circumstances that do not readily allow for appropriate physical distancing (grocery/retail stores, pharmacies, public transportation, etc.).

2. People Who Feel Sick Should Stay Home

- Do not go to work.
- Contact and follow the advice of your medical provider.
- Follow local health department guidance on isolation and quarantine.

*Know your rights if you become sick: https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/FFCRA-Employee_Paid_Leave_Rights.pdf

https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/FFCRAEmployee_Paid_Leave_Rights_SPANISH.pdf

Guidelines for All Phases: Employers

Develop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices, regarding:

- Social distancing and protective equipment.
- Sanitation- Use and disinfection of common and high-traffic areas.
- Collaborate with public health on testing, isolating, and contact tracing.
- Monitor workforce for indicative symptoms. Do not allow people with symptoms of COVID-19 to work. *See resource on monitory symptoms below
- Continue to **encourage telework** whenever possible and feasible with business operations.
- When telework is not feasible, it is encouraged to accommodate alternate work schedules such as shift work and staggered scheduling in order to adhere to social distancing guidelines. (i.e. staff rotations)
- Close common areas where personnel are likely to congregate and interact; or enforce strict social distancing protocols.
- Minimize non-essential business travel.
- Special accommodations should be made for members of a vulnerable population or those with vulnerable household members.

ALL INDIVIDUALS and EMPLOYERS should continue to operate consistent with updated CDC guidelines.

Individual counties are allowed to implement stricter measures. Counties who want fewer restrictions than what the statewide order calls for must ask the Colorado Department of Public Health and Environment. They must prove that the county has seen a consecutive 14-day decrease in reported COVID-19. Counties who are out of compliance with the statewide order are at risk of losing state funding for COVID-19, the executive order states.



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Arapahoe, Adams, Jefferson and Denver Counties have extended stay at home measures to May 8th. Businesses may only operate with curbside pickup.

May 1st: Non-critical retail businesses may now allow customers into the store, as long as the strict social distancing practices and sanitizing measures are implemented including salons, pet grooming and personal training

May 4th: Offices can reopen, but at least 50 percent of employees should continue working from home. Offices are encouraged to put symptom-monitoring protocols in place, such as temperature checks. Polis encourages any businesses that can remain closed to do so.

Child care facilities can expand or reopen if they are following Safer at Home requirements.

Mid May: Depending on how the first couple of weeks under the new order go, there is a possibility of restaurants and bars reopening.

***Information taken from Colorado Governor Polis's Executive Orders and guidance**

Other Resources:

Guidance on Preparing Workplaces for COVID-19: <https://www.osha.gov/Publications/OSHA3990.pdf>

Symptom screening directions for employers: <https://covid19.colorado.gov/symptom-screening>

Coronavirus Aid, Relief, and Economic Security Act (CARES Act)

<https://www.coloradononprofits.org/policy-updates/coronavirus-aid-relief-and-economic-security-act%C2%A0cares-act/apr-6-2020>

Resources in Spanish: https://drive.google.com/drive/folders/1wvUvHmRb1EgsjTO_tMebKjbJAryWs3oI

Thank you for your interest in ending sexual violence in Colorado!

Is your membership up-to-date? If not, RENEW today at <https://www.ccasa.org/member-signup/> to make sure you don't miss any of the benefits you receive as a member!

- Opportunities to network with other community members who are committed to ending sexual violence.
- Free or discounted training and education regarding sexual violence issues and organizational capacity-building.
- A voice in state and national policies around sexual violence.
- Free access to CCASA publications, email digests & alerts, networking events, job postings, and more!