



Avodah Coronavirus Pandemic Protocols

Updated: January 12, 2021

Introduction	4
Content Disclaimer	4
Values that Ground Our Decision Making	6
Definitions	7
Stages Summary	8
Protocol for the Start of the Year	15
Prior to Coming to the Bayit	15
Travel by Train or Plane	16
Upon Arrival at the Avodah Bayit	19
Communication Between Corps Members and Avodah Staff	20
Process for Communication	20
Communications Guidelines for Specific Items	20
Support from Avodah Staff	20
Request for Change or Exception to Protocol	21
Daily Life in the Bayit	22
Compliance with Federal, State, Local, and CDC Guidelines	22
Shelter in Place	22
Daily Symptom Monitoring	22
Essential Errands	23
Best practices for all essential errands:	23
Restroom Use outside the bayit or placement	23
Grocery/Supply Shopping	23
Medical Care	25
Protocol for In Person Essential Workers Returning Home to the Bayit After Serving at their Placements	25
Hand Washing Best Practices	26
Face Coverings	26
Daily and Weekly Cleaning	27
In Person Interaction with People Outside of Your Household	27
Indoor Space Masked	27
Physically-Distanced Social Visits	28
Outdoor Activities	29
Protocol Regarding Transportation	30

Transportation Permitted in all Stages	30
Public Transportation	31
Placement Protocols	33
Applicability	33
Placement Protocol During a Shelter in Place Period	33
Avodah Placement Risk Mitigation Guidelines	33
Return to Work Guidelines	33
Basic Safety Guidelines for Placement Employees, Corps Members and Clients	34
Workplace Safety Building Guidelines	34
Corps Members Serving Clients Face-to-Face	35
Close Contact With Anyone Outside of the Household	36
General Principles & Close Contact and Return to Bayit Request Process	36
Considerations When Approving or Denying Close Contact and Return to Bayit Requests	37
Quarantines After Close-Contact with Someone Outside of the Avodah Bayit	39
Length of Quarantine*	40
Types of Quarantine	40
Close Contact and Returning to the Bayit during Holidays/Peak Travel Times	43
Quarantine & Isolation Protocols	44
Scenarios	44
Scenario 1: A Corps Member has been in close contact of someone who has tested positive for COVID-19.	44
Scenario 2: A Corps Member in the household begins experiencing COVID-19 symptoms.	47
Scenario 3: A Corps Member tests positive for COVID-19.	49
Scenario 4: Multiple Corps Members begin exhibiting COVID-19 symptoms.	52
Scenario 5: A Corps Member had close contact with someone outside of their household, with approval from Avodah Staff, and is now returning to the bayit.	53
Miscellaneous Protocol Regarding Quarantine and Isolation	53
Miscellaneous Protocols	55
Unoccupied Indoor Space	55
Avodah Protocol for Protest Engagement	55
Corps Members Volunteering for In-Person Election Support	56
Addendum	59
Interactive COVID-19 Resources	59
Shabbat/Jewish Holidays/Synagogue Attendance	60
Washington DC Protocol for use of Specific Public Transit	61

Introduction

In consultation with our medical advisors, Avodah has decided to open our residential Service Corps program to all Service Corps Members who wish to live in the Avodah bayit (home). The decision to open our baytim (homes) is possible only if all residents of the baytim are able to comply with stringent safety protocols designed to mitigate exposure risk and hold all of us accountable to our values. While these protocols are designed to mitigate exposure risk to SARS-COV-2, it is important to acknowledge that there is inherent increased risk in any congregant living environment like Avodah baytim. We encourage all Avodah Corps Members to evaluate their own comfort levels with risk and consult with their primary care practitioners to determine what living arrangements make the most sense for their physical and mental health.

Avodah has created these protocols for our Corps Members, in relationship to living in an Avodah bayit, during the rapidly changing situation of a global pandemic. Given the dynamic nature of the pandemic, our protocols may change very quickly if new information and/or best practices become available. We are working with a team of medical and public health advisors to determine best practices while grounding our decision making in the values we hold as an organization working for justice. Anytime a change is made to these protocols, the change will be reflected in this document and notification will be sent to all Corps Members so they can be made aware of the change. These protocols are what allows us to keep our baytim open, and it is crucial that they are understood and followed. For any major changes made to the protocols, we will schedule calls between all Corps Members and Avodah national staff to discuss the changes and answer your questions. We are so grateful to be in community with all of you, especially through this challenging time.

If you have questions or concerns at any time, please reach out to your Program Director or national Avodah Staff:

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Content Disclaimer

These Avodah Coronavirus Pandemic Protocols (the "Protocols") were developed by our staff, in consultation with medical advisors, in order to offer our staff, participants and partner organizations guidance regarding best practices to manage and address the risks presented by COVID-19. The Protocols are being made publicly available for information purposes only. The Protocols are not intended to be complete, exhaustive, or a substitute for professional medical advice. Adherence to the Protocols will not guarantee that participants or

others will avoid exposure to or infection with COVID-19. Rather, the Protocols reflect the best available information at the time they were prepared and/or updated. The results of future studies may require revisions to the Protocols to reflect new data. Avodah does not warrant the accuracy or completeness of the Protocols. You assume full responsibility for using this information and understand and agree that Avodah is not responsible or liable for any errors or omissions, or for any claim, loss or damage resulting from the use of this information.

Values that Ground Our Decision Making

בריאות ○ **Briut** ○ Health In this moment of unprecedented risk to health, we are striving to create practices that prioritize the health of our Corps Members, the clients our Corps Members work with, their neighbors, and the general public. We understand health to include both physical health and mental health, and are committed to supporting our Corps Members with the tools and resources to stay healthy, both physically and mentally.

ערכות ○ **Areyvut** ○ Mutual Responsibility At Avodah, we understand the importance of supporting our community. In the time of this global pandemic, we continue to be invested in the safety and health of others—within the many communities we are each a part of. This responsibility extends further than our Corps Members. As we create practices and protocols around COVID-19, we are thinking about how the decisions we make impact the placements where our Corps Members are essential workers and their clients, and the interconnectedness of our worlds. We are working closely with our placements to ensure that they are comfortable with our protocols and we are comfortable with theirs.

קהילה ○ **Kehilah** ○ Community Justice work is hard, and we are in this work for the long haul. We understand the importance of being in community to process the injustice we witness, support each other through challenges, and find nourishment in doing this work alongside those we trust. Likewise, community is crucial to navigating the limited socialization that combating COVID-19 demands and the anxiety it may cause.

צדק ○ **Tzedek** ○ Justice “Tzedek, tzedek tirdof – justice, justice shall you pursue. (Numbers 16:20)” Our tradition requires us to pursue justice. Our Corps Members provide invaluable support to nonprofits working to address the challenges of living in an unjust world while also working to build a more just world. We remain committed to supporting our placements through this time. As we create protocols around how to do this safely, our hope is to never waiver in our commitment to our placements and those who they serve.

ענוה ○ **Humility** ○ In a time when our knowledge of COVID-19 and best practices is rapidly changing, we will not pretend to have all the answers and we commit to honestly answering your questions based on the information we do have. We will consult with medical advisors prior to creating any new protocols. We are also committed to regularly updating our protocols as the circumstances and best practices change.

Definitions

1. **Social Distancing:** Social distancing, also called “physical distancing,” means keeping a safe space between yourself and other people who are not from your household. To practice social or physical distancing, stay at least 6 feet (about 2 arms’ length) from other people who are not from your household in both indoor and outdoor spaces. Social distancing should be practiced in combination with other everyday preventive actions to reduce the spread of COVID-19, including wearing masks, avoiding touching your face with unwashed hands, and frequently washing your hands with soap and water for at least 20 seconds.
2. **Shelter in Place:** Shelter in place means to take immediate shelter where you are.
3. **Quarantine:** Quarantine (also referred to as “self-quarantine”) is used to keep someone who might have been exposed to COVID-19 away from others. Quarantine helps prevent spread of disease that can occur before a person knows they are sick or if they are infected with the virus without feeling symptoms. People in quarantine should stay home, separate themselves from others, monitor their health, and follow directions from their state or local health department.
4. **Isolation:** Isolation (also referred to as “self-isolation”) is used to separate people infected with, or exhibiting symptoms consistent with, SARS-CoV-2, the virus that causes COVID-19, from people who are not infected. People who are in isolation should stay home until it’s safe for them to be around others. In the home, anyone sick or infected should separate themselves from others by staying in a specific “sick room” or area and using a separate bathroom (if available).
5. **Close Contact:** Close contact refers to any of the following from 2 days before symptoms onset (or date of positive test if asymptomatic): You were within 6 feet of a person for at least 15 minutes (cumulative over a 24 hour period); You provided care at home to someone who is sick with COVID-19; You had direct physical contact with the person (i.e., hugging or kissing); You shared eating or drinking utensils; or a person sneezed, coughed or somehow got respiratory droplets on you.

Stages Summary

Avodah recognizes that our cities may have vastly different rates of COVID-19 at any given time. These stages allow for Corps Members to apply the protocol based on the current conditions in the city in which they live (as defined by the stages below). These stages will be applied city by city (as the local data changes). For example, NOLA might be in Stage C while Chicago is in Stage B. The stages are also not linear; a given city's requirements may move from stage B to stage C but then move back to stage A as the data requires. Avodah Corps Members are expected to fully follow all conditions outlined in this protocol document. Like all parts of this document, this is a living document and is subject to change as new information or best practices become available. We expect the stage a city is in to change rapidly, and will alert Corps Members when their city moves into a different stage.

Stages Definitions:

Stage A: If there's a city/state/federal imposed shelter or stay home order in place in your city

Stage B: There is no city/state/federal imposed shelter in place, and [risk](#) is above 29%

Stage C: There is no city/state/federal imposed shelter in place, and [risk](#) less than or equal to 29%

Stage D: The [risk](#) is less than or equal to 3% and/or there is sufficient testing/vaccination and treatment available

Risk will be measured using [this tool](#). The page that should be used is "risk estimates by county" (page options are at the top of the page under the main header). Event size should be set to 50 and Select Ascertainment Bias set to 10 (you can find those options in the vertical bar along the left-hand side of the page).

Current stages in each Avodah City:

Last updated (this will be checked/updated 3 times a week): January 13th, 2021

DC	Chicago	New Orleans	New York
Stage B (85% risk level)	Stage A (90% risk level)	Stage B (96% risk level)	Stage B (97% risk level)

This chart outlines the definitions and examples of allowable activity under Avodah COVID protocol. This chart is a summary, please see the full section in this document corresponding to the category you are looking at for more detail.

Item	Stage A	Stage B	Stage C	Stage D
Placements	Corps Members in the "essential workers" category can conduct their placement role in person.		Corps Members in the "essential workers" category can conduct their placement role in person. Corps Members who are not	All Corps Members can go to their placements in person.

			in that category but who have been asked to return to their placements in person may do so with their Program Director's approval.	
Outdoor Physically-Distanced Social Visits	Any in-person socializing (including meeting outside) with people who don't live in the Avodah household will likely be paused or decreased. This will be evaluated based on caseload in the given city.	Outdoor, physically-distanced socializing is allowed meeting these criteria: At any given time, there should be no more than three households and 30 people gathering together outdoors, including the members of the Avodah bayit.		Outdoor visits of any number can happen based on city/state/ federal guidelines.
Outdoor Activities	Outdoor recreation (with physical distancing) that you can walk to or drive/be driven to (following car share/car rental protocol or driving in a personal car) is allowed. This includes hiking, going to the beach, etc. Outdoor dining at restaurants is not allowed, nor are outdoor events. Yelling/chanting/	Outdoor recreation (with physical distancing) that you can walk to or drive/be driven to (following car share/car rental protocol or driving in a personal car) is allowed. This includes hiking, going to the beach, etc. Outdoor dining at restaurants is not allowed, nor are outdoor events. Yelling/chanting/singing/shouting or other kinds of speaking that	Outdoor recreation (with physical distancing) that you can walk to, drive/be driven to (following car share/car rental protocol or driving in a personal car) or take public transportation following that protocol is allowed. This includes hiking, going to the beach, etc. Outdoor dining at restaurants is permitted with members of your households if you are 10ft or further apart from other tables and the server is masked. Outdoor activities	Corps Members may participate in any outdoor activities.

	<p>singing/ shouting or other kinds of speaking that increase the likelihood of producing aerosolized droplets are not permitted.</p> <p>No group sports or activities with heavy breathing in close proximity to others are allowed.</p>	<p>increase the likelihood of producing aerosolized droplets are not permitted.</p> <p>No group sports or activities with heavy breathing in close proximity to others are allowed.</p> <p>Masks may be removed when all parties are stationary and at least 6 feet apart (ie sitting, picnics, meditation).</p>	<p>where participants are masked and 6 ft apart (for example, movies or plays in the park) are permitted.</p> <p>Yelling/chanting/singing/shouting or other kinds of speaking that increase the likelihood of producing aerosolized droplets are not permitted.</p> <p>No group sports or activities with heavy breathing in close proximity to others are allowed. Tennis, baseball, golf, minigolf (all with good masking, distancing, and hand sanitizing) are allowed.</p> <p>Masks may be removed when all parties are stationary and at least 6 feet apart (ie sitting, picnics, meditation).</p> <p>Non-socially distanced (provided you are not face to face) outdoor interactions lasting 30 minutes or less with both parties masked but closer than 6 ft (for example, outdoor haircuts, looking over documents with supervisor in close proximity outside) are allowed. 6 ft is still the best practice when possible.</p>	
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Essential Errands	<p>CMs will minimize essential errands. All urgent essential errands must be approved by the PD at this time. If there is an emergency, please call 911 first and then call your program director.</p>	<p>CMs will minimize essential errands. CMs should take all necessary precautions to avoid extended time spent indoors.</p>	<p>Essential errands allowed.</p>	<p>All errands are allowed.</p>
Medical Care	<p>All medical appointments should be virtual or postponed if medically possible. If not possible, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit. All prescription pick-up should be done via delivery/ drive-through/contactless pick-up wherever possible. Corps Members should speak to their medical provider to inquire about getting a 3 month supply of medications.</p>	<p>All medical appointments should be virtual if medically possible. If not possible, Corps Members should speak to their medical provider to determine if necessary precautions are being taken in the facility.</p> <p>Corps Members should ask if their medical providers are treating COVID-19 patients. If they are, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.</p>	<p>Corps Members should speak to their medical provider to determine if necessary precautions are being taken in the facility.</p> <p>Corps Members should ask if their medical providers are treating COVID-19 patients. If they are, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.</p>	<p>Corps Members can receive in person medical care provided COVID-19 patients are not being treated by the same staff or in close proximity.</p> <p>If an appointment is necessary where COVID-19 patients are being treated by the same staff or in close proximity, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.</p>
Grocery	<p>If delivery is an</p>	<p>Grocery shopping</p>	<p>Grocery shopping</p>	<p>No restrictions on grocery</p>

Shopping	<p>option, Corps Members will be asked to get groceries delivered or through contactless pickup. If there is an extra cost, Corps Members will be given additional funds to cover those costs.</p>	<p>should either be delivered or should be purchased from locations that Corps Members can walk or drive or ride-share to/from.</p>	<p>should either be delivered or should be purchased from locations that Corps Members can walk or drive or ride-share to/from or get to/from on public transit at off-peak times.</p>	<p>shopping.</p>
Public Transportation on Masked	<p>Corps Members should avoid taking public transportation unless absolutely necessary. Program Directors will support Corps Members who are in the “essential worker” category with determining alternative ways to get to and from work. All CMs should have their transportation plans approved by PDs.</p>	<p>Corps Members should not be taking public transportation unless they are in the “essential worker” category and are commuting to/from their placement or traveling for their placement service.</p> <p>Public transit will be approved on a case by case basis for essential errands such as doctor appointments. If it is possible to utilize a ride-share service (following ride-share service protocol) or drive a car, that is preferable.</p>	<p>Public transportation is permitted in order to travel to approved outdoor activities (see outdoor activities column) and for essential errands, including grocery shopping. Corps Members must wear a mask and sanitize frequently. Trips should be planned to avoid peak rush hour commuting crowds. If the public transit is crowded to the extent that Corps Members are within 3 feet of another masked person for longer than 15 minutes, Corps Members should get off and either call a ride-share service for the remainder of the trip or wait for a less crowded train/bus to arrive. If there are unmasked/not fully masked passengers within 6 feet, corps</p>	<p>No restrictions on public transportation.</p>

			<p>members should reposition themselves as far away from any unmasked/not fully masked people as possible and switch trains/buses at the next available stop.</p> <p>Public transportation should be limited to 45 minutes maximum. The route that has the fewest transfers should be taken. Major transfer centers should be avoided if possible. Any trips on public transit longer than 45 minutes need to be pre-approved by a Program Director.</p> <p>If the buses in your city allow you to open windows, that is preferable to taking the subway.</p> <p>If walking or biking is possible, that is still recommended.</p>	
<p>Indoor Space Masked</p>	<p>Nobody except for the Corps Members who live in that bayit are allowed in the bayit (except essential maintenance).</p> <p>Corps Members are not allowed in non-bayit indoor spaces other than their</p>	<p>Nobody except for the Corps Members who live in that bayit are allowed in the bayit (except essential maintenance).</p> <p>Corps Members are not allowed in non-bayit indoor spaces other than their placement and essential errands.</p>		<p>No restrictions.</p>

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Protocol for the Start of the Year

We believe in the value of communal living. Our protocols are designed to limit potential exposure to SARS-COV-2 while living in an Avodah bayit. To mitigate risk at the start the Avodah year, we need to address three major potential exposure points to SARS-COV-2 that arise from moving Corps Members into the bayit, bringing together groups of 10+ people (exact size depends on the bayit) who are coming from separate households. This protocol has three main parts designed to: 1) Minimize the chance you have COVID before traveling to the bayit; 2) Minimize the chance you are exposed to COVID while traveling; and 3) Minimize the chance you expose your housemates to COVID when you arrive in the bayit if you were exposed to the virus during travel.

Prior to Coming to the Bayit

All incoming Corps Members will be asked to shelter in place in the home they are living in immediately before coming to Avodah. There are two options for this: 1) a 14-day strict shelter in place; or 2) a 5-day strict shelter in place, followed by a COVID-19 test and a continued strict shelter in place until the test results come back negative and the Corps Member departs for Avodah.

1. At Avodah, we define “shelter in place” to mean:
 - a. Not entering any indoor spaces other than your household;
 - b. Not getting haircuts, eating at restaurants, going to bars, etc.;
 - c. Not taking public transportation;
 - d. To the extent possible, all incoming Corps Members should avoid running errands or grocery shopping during these two weeks;
 - i. However, if you are unable to avoid running errands or shopping, you should minimize the frequency of such trips, wear a mask while running errands, and wash hands, change clothes, and shower thoroughly upon returning home.
 - e. Socializing should be limited to those in your household who are following the same shelter in place guidelines. If needed, socializing with members outside of your household is allowed outdoors at a distance of 6 feet (or more), provided all parties are wearing masks;
 - f. Everyone living with the incoming Corps Member should also follow these guidelines for sheltering in place if possible. We understand that you can't control your housemates. They might be going into work or have other errands they need to run. The goal here is to decrease potential points of exposure as much as possible.
2. For Corps Members opting into the 5-day shelter in place followed by a COVID test:
 - a. They should determine when to start the strict shelter in place and when to schedule the test based on the test result turnaround time in their local area, as well as their planned departure date for Avodah. After taking the test, and after receiving a negative test result, the Corps Member should continue to shelter in place until they depart for the Avdah bayit. The Corps Member will only be approved to pursue this option if they are able to drive in a personal car, ride a bike, or walk to and from the testing site and their home.
 - b. If the test is negative, the Corps Member can proceed to the bayit. The incoming Corps Member must still follow all instructions for travel and protocols once in the bayit.

- c. If the test is positive, the Corps Member should remain home and not come to the Avodah bayit. The Corps Member should contact their physician and follow medical advice. Once cleared by their physician (applying CDC guidelines), and given approval by Avodah staff, the Corps Member may proceed to the bayit, following the travel guidelines.
- d. If incoming Corps Members will not have access to a COVID test that is within driving/biking/walking distance, they will need to extend the shelter in place to a full 14 days. If the incoming Corps Member has no COVID symptoms on day 14 they may proceed to the bayit, abiding by the travel guidelines when doing so.

Travel by Train or Plane

1. Travel by Train:

- a. Train travel is a higher-risk travel option than driving in a car. In order to reduce the risks posed by train travel, the following steps must be taken by any incoming Corps Members traveling by train:
 - i. Book a train at an off-peak time.
 - ii. Bring the following in your carry-on bag: Lysol wipes, mini hand sanitizer, two medical ear loop masks, food and a reusable water bottle.
 - iii. To get to the train station, either get a ride from someone you have been sheltering in place with or take an XL rideshare (Uber, Lyft, etc) and sit in the way back while wearing a mask the entire time. Do not have the driver help you load or unload the car, and ensure 6 feet of distance between you at all times. Keep the windows open in the car the entire time. If your driver is not wearing a mask, do not enter the car and call for a different car service.
 - iv. From the moment you arrive at the train station, wear your mask for the duration of your trip. Minimize surfaces you touch in the station to the best of your ability. Minimize purchases of food in the station in order to minimize contact with surfaces. Use a Lysol wipe to clean any seats before you sit, as well as surfaces you touch while waiting for your train to board.
 - v. Try to find a seat at least 3 feet from people who appear healthy and are wearing a mask, and at least 6 feet away from people not wearing a mask or people who are coughing or sneezing or otherwise appear ill. If possible, situate yourself maximally away from other passengers. Immediately wipe down your seat, tray, armrests, and tv (if there is one) with Lysol wipes.
 - vi. If you are able to open windows, open them immediately and leave them open for the duration of your trip.
 - vii. Do not sit next to someone who is not wearing a mask and/or who is coughing.
 - viii. When you use the restroom in the station or on the train, wipe down toilets before going to the bathroom, and minimize the surfaces you touch in the bathroom.
 - ix. When leaving the train, continue to minimize surfaces you touch.
 - x. Order an XL rideshare (Uber, Lyft, etc) to take you to the bayit, wear your mask the entire time, do not let the driver help load the car, and sit in the way back maintaining 6 feet of distance between you and the driver at all times. Open the windows and keep

them open for the duration of the drive. If your driver is not wearing a mask, do not enter their car and call for a different car.

2. Travel by Plane:

- a. All incoming Corps Members are asked to purchase a direct refundable or changeable flight at off-peak hours (e.g., midnight, 5am, etc.). The goal is to maximize the chance your flight is fairly empty and minimize time in multiple airports. A few days before your flight, check to see how full the flight is. If the flight is more than $\frac{2}{3}$ full, rebook on a different flight.
- b. All incoming Corps Members who are flying to their Avodah bayit are only permitted to fly on one of the following airlines: JetBlue, Delta, Alaska. These airlines have enacted protocol to minimize risk of COVID-19 exposure while on a flight. If you find an airline with similar protocols, you are welcome to request permission from Avodah staff to fly on that airline.
- c. All incoming Corps Members traveling by plane must follow these guidelines:
 - i. Packing your carry-on bag:
 1. Your carry-on should be a plastic reusable bag, or a large ziplock bag (not a purse or a backpack). Please note: it is very important your carry-on bag is plastic, as using Lysol to wipe a cloth bag may spread the germs rather than cleaning them.
 2. Pack as little as possible in your carry-on bag. But be sure to bring the following in your carry-on bag: Lysol wipes, mini hand sanitizer, two medical ear loop masks, food, and a reusable water bottle.
 3. One of the highest risk components of air travel is the potential for exposure/contamination of your carry-on bag when you go through security, as this is a high-touch area. When you go through security, put everything in the plastic bag and not directly on the conveyor belt.
 4. Immediately after going through security, take a Lysol wipe from your carry-on bag and wipe down the outside of the bag thoroughly and then use hand sanitizer on your hands. If your carry-on touches any other surface in the airport, you should wipe it down again.
 - ii. Traveling to the Airport:
 1. To get to the airport, either get a ride by someone you have been sheltering in place with or take an XL rideshare (Uber, Lyft, etc) and sit in the way back while you and the driver are both wearing a mask the entire time. Do not have the driver help you load or unload the car, keep your windows open in the car, and ensure 6 ft of distance between you at all times.
 - iii. Spending Time at the Airport:
 1. From the moment you arrive at the airport, wear your mask for the duration of your trip. Minimize surfaces you touch in the airport to the best of your ability and use hand sanitizer liberally, especially after touching any surface. Minimize purchases of food in the airport in order to minimize contact with surfaces. Use Lysol to wipe down plastic or leather seats before you sit, or surfaces before you touch them while waiting for your flight to board.
 - iv. While on the Airplane:

1. When you get on the airplane, immediately wipe down your seat (if it is plastic or leather, not if it's fabric), tray, armrests, and tv (if there is one) with Lysol wipes. If you are seated within 3 feet of someone who appears healthy and is wearing a mask, or within 6 feet of someone not wearing a mask who is coughing or sneezing or otherwise appears ill, and if there are open seats on the plane, ask the flight attendant if you can switch seats to situate yourself maximally away from other passengers.
 2. If you need to use the restroom during the flight, wipe down the toilet seat before using it, and minimize surfaces you touch. Use hand sanitizer liberally upon returning to your seat.
- v. Traveling from the Airport to the Bayit:
1. When leaving the flight, continue to minimize surfaces you touch.
 2. Order an XL rideshare (Uber, Lyft, etc) to take you to the bayit. Both you and the driver must wear your masks the entire time. Do not let the driver help load the car. Keep the windows open for the duration of the drive, and sit as far back from the driver as possible.
- vi. Dealing with Possible Mid-Trip Exposure:
1. If you were in a non-optimal seating position on the flight (i.e., people were sitting within 3 feet of you without a mask, or people within 6 feet of you were coughing, sneezing or appeared to be ill) let your Program Director know immediately, prior to your arrival at the bayit.
 2. Upon arriving at the bayit, you will need to follow additional risk-mitigation measures in the bayit:
 - a. Wear a mask at all times in the bayit;
 - b. Do not cook or touch anything in the kitchen. Your housemates will cook for you during this time;
 - c. Stay in one of the single rooms in the bayit until you have a negative COVID-19 test;
 - d. Ideally, have your own private bathroom in the bayit. Or, if this is not possible, then do not share a bathroom with anyone who is at high risk for complications from COVID-19, and do a deep clean of all surfaces you touch in the bathroom, including the toilet, after each use. Close the toilet lid before flushing, open windows and/or run the exhaust fan every time you use the bathroom. Bring your own towel in and out of the bathroom with you; and
 - e. If possible, on your third day after potential exposure, get a COVID-19 test.
 - f. If the test comes back negative, you can integrate into the bayit.
 - g. If the test comes back positive, contact your primary care practitioner to determine any next levels of intervention needed and proceed with the Avodah protocol for isolating in the bayit or a separate facility designated by Avodah. If a Corps Member tests positive for COVID-19, they may be asked to temporarily relocate to a location outside of the bayit.

Upon Arrival at the Avodah Bayit

1. Upon arrival at the Avodah bayit; unloading:

- a. All incoming Corps Members (and anyone they are traveling with) should wear masks while unloading the car. If you are able to move your belongings into the bayit yourself, then the person you are traveling with should not enter the bayit. Only incoming Avodah Corps Members will be permitted to use the bathrooms in the baytim.

2. Integrating into the Avodah bayit:

- a. All Shift one corps members arriving on August 27th (or prior) have the option to quarantine in a room in the bayit. Any Corps Members who choose not to quarantine assume the potential exposure risk inherent in sharing indoor space with other members who have had potential for exposure during their travel to the Avodah bayit.
- b. If any shift one corps member is unexpectedly exposed to someone with confirmed or suspected COVID while travelling to the Avodah house, they will immediately quarantine themselves once they arrive and follow the protocol for presumed exposure.
- c. All shift one corps members, regardless of if they choose to quarantine in the bayit or integrate with other shift one corps members must follow strict shelter-in-place guidelines once they arrive at the bayit. On the fourth day of sheltering in place all shift one corps members will be tested for Covid-19. Corps members must continue their shelter in place until the test results come back. If all test results are negative, then shift-one corps members will be able to integrate into the house with the Shift two corps members arriving on September 4th.
- d. If any Shift one corps members test positive for Covid they will need to isolate in a bedroom in the bayit. All other shift one corps members will need to quarantine in the same bayit for 14 days unless or until they develop Covid Symptoms, in which case the symptomatic corps member will need to isolate in a bedroom. Shift two corps members will be notified of any positive covid tests and given the option to delay their move into the Avodah house.
- e. Once all shift one corps members have tested negative then shift one and shift two corps members will be able to integrate into their bayit and function as one household.

Communication Between Corps Members and Avodah Staff

It is important to have strong, consistent communication between Corps Members and Avodah staff. We need to know how Corps Members are doing in their baytim, and if there is any support they need from staff. We also need to make sure that all Corps Members understand and are able to follow these protocols. Since we are not able to physically check in with each other, we have established the below methods for communicating various needs.

Process for Communication

1. Every bayit is responsible for designating a Communication Captain and a Supply Captain.
 - a. The Communication Captain is responsible for regular check ins with the Program Director.
 - b. The Supply Captain is responsible for monitoring the bayit's supply of essential materials, such as face masks, hand soap, sanitizer, and cleaning supplies.
2. All Corps Members are responsible for reading emails and/or Slack messages from Avodah staff daily and responding to any messages from your Program Director or other Avodah staff.

Communications Guidelines for Specific Items

1. Supply Needs
 - a. The Communication Captain should be directly in touch with Holden Dempsey, Avodah's National Program Operations Assistant (hdempsey@avodah.net), to ensure that all baytim have the supplies needed to mitigate exposure risk.
2. Sickness/Exposure
 - a. Please refer to the protocol below on this topic, and please also communicate immediately with your Program Director via text or phone call if you are symptomatic or have a confirmed/suspected exposure. If you cannot reach your Program Director, please immediately contact Dani Levine or Sarra Alpert.
3. Leaving the bayit, planning to return
 - a. If a Corps Member wishes to have close contact (as defined [here](#)) with someone outside of their household with the hope of being able to return to living in the bayit, the Corps Member must follow the [protocol here](#), including submitting [this form](#).
 - b. Please note: The Corps Member's ability to move back into the bayit will depend upon the circumstances on the ground at the time. Please refer to [this protocol for more information](#).

Support from Avodah Staff

1. We know that these are incredibly challenging times and we want to be part of your support system. Please let us know how you are doing and what kind of support you need. We can't guarantee we'll be able to provide everything you need, but we will try our best to support you through this time. We're doing what we can right now to build our capacity for mental health resources and we will make those known and available to you all as soon as possible.

Request for Change or Exception to Protocol

If a Corps Member has a request for a change or exception to COVID-19 protocol, they should submit a well researched proposal through [this form](#). Avodah staff will respond to the proposal within two weeks of submission.

Daily Life in the Bayit

Compliance with Federal, State, Local, and CDC Guidelines

1. In order to live in an Avodah bayit, all Corps Members must follow all Federal, State, Local, CDC, and Avodah guidelines.
2. Avodah looks to federal, state, local, and CDC guidelines as a minimum requirement when deciding on our own protocols. Avodah's values as an organization are often different from the values of "economic recovery" that have driven many states to re-open despite the clear health risks still posed by SARS-COV-2.
3. Additionally, Avodah's protocols are written with the knowledge that some of our participants will be serving in-person at their placements, which typically includes working with very vulnerable populations. Our protocols take into account our obligation to ensure our Corps Members do not pose a heightened risk to those vulnerable populations they are serving.
4. In addition, due to the increased risk inherent in intentional congregant living when compared to a single individual in a household, Avodah protocols must often hold to a higher standard for risk mitigation than Federal, State, Local, and CDC guidelines.

Shelter in Place

1. When there is a "shelter in place" mandated by Federal/State/Local order in any of our cities, all Corps Members will be required to shelter in place as defined above. Avodah may also implement a shelter-in-place order as specified below, even if there is no Federal/State/Local shelter in place ordinance.
2. Corps Members are encouraged to remain home with the exception of essential work, essential errands, individual outdoor recreation.
3. For more information, see [stage A of the stages chart](#).

Daily Symptom Monitoring

1. One tool for helping limit the spread of COVID-19 involves participating in routine symptom monitoring. Getting into a daily habit of a quick self-assessment will help you identify your baseline. This will allow you to recognize any COVID-19 symptoms as soon as they appear. The sooner an individual is able to self-isolate, the less likely they are to spread the virus to others.
2. Every Corps Member living in the bayit should regularly engage in symptom monitoring. Avodah has supplied every bayit with a contactless thermometer to allow Corps Members to regularly check for fever and establish their baseline temperature. Corps Members do not need to share the results of their daily monitoring unless they are exhibiting symptoms of SARS-COV-2.
3. A sample checklist to run through every morning:
 - a. Have you had any of these symptoms that is not attributable to another condition?
 - i. Cough
 - ii. Shortness of breath or difficulty breathing
 - iii. Fever
 - iv. Chills
 - v. Repeated shaking with chills
 - vi. Muscle pain

- vii. Headache
- viii. Sore throat
- ix. New loss of taste or smell

Essential Errands

Best practices for all essential errands:

1. All individuals should wear a face covering (over their mouth and nose) whenever leaving the bayit.
2. When out of the bayit, all Corps Members must do everything they can to maintain a six foot distance from any other person who is not a member of their bayit household.
3. All Corps Members should have hand sanitizer on them and sanitize frequently when running essential errands.
4. All Corps Members should minimize the amount of time spend indoors when conducting the essential errand.
5. See sections in protocol on [handwashing](#) and [face coverings](#) for more details.

Restroom Use outside the bayit or placement

1. Protocol for Restroom use outside of the bayit must be in compliance with the stage your city is in:
 - a. **Stage A:** Corps members should not be using restrooms anywhere other than their bayit or placement. In an emergency situation where Corps Members must use a bathroom indoors in a location other than their workplace or bayit they must notify their program director.
 - b. **Stage B:** Corps Members should take precautions to minimize the need to utilize restrooms outside of their bayit or placement. When the use of such a restroom is unavoidable Corps Members should follow the below guidelines:
 - i. Facemasks must be worn at all times when in the restroom
 - ii. The time spent in the restroom should be minimized
 - iii. Do not use hand dryers in restrooms and do not enter a restroom if the hand dryer is running.
 - iv. Wherever possible utilize single occupancy restrooms.
 - c. **Stage C:** Corps Members should take precautions to minimize the need to utilize restrooms outside of their bayit or placement. When the use of such a restroom is unavoidable Corps Members should follow the below guidelines:
 - i. Facemasks must be worn at all times when in the restroom
 - ii. The time spent in the restroom should be minimized
 - iii. Do not use hand dryers in restrooms and do not enter a restroom if the hand dryer is running.
 - iv. Wherever possible utilize single occupancy restrooms.
 - d. **Stage D:** No restrictions on restroom use outside the bayit.

Grocery/Supply Shopping

1. Protocol for grocery shopping must be in compliance with the stage your city is in:

- a. **Stage A:** If delivery is an option, Corps Members will be asked to get groceries delivered or through contactless pickup. If there is an extra cost, Corps Members will be given additional funds to cover those costs.
 - b. **Stage B:** Grocery shopping should either be delivered or should be purchased from locations that Corps Members can walk or drive or ride-share to/from.
 - c. **Stage C:** Grocery shopping should either be delivered or should be purchased from locations that Corps Members can walk or drive or ride-share to/from or get to/from on public transit at off-peak times.
 - d. **Stage D:** No restrictions on grocery shopping.
2. Please see below for protocol for bringing groceries/supplies in to the house:
 - a. Wash hands thoroughly after handling any items.
 - b. When possible, discard any unnecessary exterior packaging and wash hands immediately after discarding the packaging.
 3. Process for grocery delivery:
 - a. Regardless of the stage your city is in, no-contact grocery/supply delivery is the lowest-risk option for bringing food/supplies into the bayit. If your bayit is in a stage where in person grocery shopping is permitted, it is up to the bayit to decide if you would still like to do delivery.
 - b. If delivery is possible but requires contact, maintain 6-foot distance and wear a face covering (over nose and mouth) and then follow the above steps. Avodah will provide you with a box of masks that we suggest you leave by your door at all times. If the delivery person is not wearing a mask, please offer them one.
 - c. Wash your hands thoroughly after touching any delivered item.
 4. Process for in person grocery shopping:
 - a. Plan in advance so that things can be purchased in one trip, ideally not more than one trip every 10 days to 2 weeks. Purchase staples that are shelf-stable or frozen to extend the length of time between shopping trips.
 - b. No more than 2 people at a time should go.
 - c. Wear a mask or some kind of face covering that covers your nose and mouth. Make sure you adjust the fit before you leave the house, as once you leave the house you should not touch your face again until you have washed your hands with soap and water.
 - d. Wash your hands well with soap and water before leaving.
 - e. In the store/en route maintain 6-foot distance from anyone else as much as possible.
 - f. DO NOT TOUCH YOUR FACE!
 - g. Keep a small bottle of hand sanitizer with you so you are able to regularly sanitize your hands after touching surfaces/items/adjusting your mask.
 - h. When returning home with groceries, follow the steps above for putting away groceries being brought into the home.
 - i. If cloth/reusable grocery bags are being used, these bags should either immediately be put into the washing machine or put away for 48 hours prior to reusing. If plastic or paper bags are used, please either dispose of them immediately or put them somewhere out of circulation for a minimum 48 hours before using them again.
 - j. Wash your hands immediately.

- k. If you have reason to believe that you came into contact with someone who may be ill while shopping (e.g., you were coughed on, etc.), shower and place the clothing that you were wearing in the washing machine.

Medical Care

1. If there is a medical emergency, please call 911 immediately. To the extent possible, open windows prior to paramedics entering the bayit, and wear masks. The priority should be on the emergency. Please inform your program director, or on-call Avodah staff member, as soon as possible. Depending on the situation, Avodah staff, in consultation with medical advisors, may recommend additional COVID-19 related disinfecting or quarantine steps to take.
2. Protocol for medical care must be in compliance with the stage your city is in:
 - a. **Stage A:** All medical appointments should be virtual or postponed if medically possible. If not possible, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit. All prescription pick-up should be done via delivery/ drive-through/contactless pick-up wherever possible. Corps Members should speak to their medical provider to inquire about getting a 3 month supply of medications.
 - b. **Stage B:** All medical appointments should be virtual if medically possible. If not possible, Corps Members should speak to their medical provider to determine if necessary precautions are being taken in the facility. Corps Members should ask if their medical providers are treating COVID-19 patients. If they are, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.
 - c. **Stage C:** Corps Members should speak to their medical provider to determine if necessary precautions are being taken in the facility. Corps Members should ask if their medical providers are treating COVID-19 patients. If they are, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.
 - d. **Stage D:** Corps Members can receive in person medical care provided COVID-19 patients are not being treated by the same staff or in close proximity. If an appointment is necessary where COVID-19 patients are being treated by the same staff or in close proximity, Corps Members should speak to their Program Director to determine if a quarantine is necessary prior to returning to the bayit.

Protocol for In Person Essential Workers Returning Home to the Bayit After Serving at their Placements

The following protocols are applicable to Corps Members who have been deemed “essential workers,” meaning that they are traveling to and from their service placement and are working face-to-face with clients.

For Corps Members in New Orleans, DC, Chicago and Bushwick:

1. The bayit should be prepared as follows:
 - a. The lid to the washing machine should always be left open, unless the machine is in use. (More on this below.) Please add a note to the washing machine to remind housemates to leave the lid open.

- b. One or more bathrooms in the bayit should be designated as “decontamination” bathrooms, for use exclusively by Corps Members who have been deemed essential (and are thus working face-to-face with clients and colleagues).
 - c. Set up a handwash/ (or if there is no sink present) hand sanitizer station outside of the bayit. (Ideally, this should be in a garage or porch area.)
 - d. The Corps Members should keep a stash of towels or sheets near the door to the bayit to be used to collect and contain potentially contaminated clothing.
 - e. If the Corps Member has no reason to believe that they may have had “significant contact” with someone with COVID-19:
 - f. Upon arriving home to the bayit, the Corps Member should wash their hands or use the sanitizer before touching a doorknob or any other communal surface that other Corps Members will regularly come into contact with. (If the Corps Member has their own personal sanitizer, there is no need to use the hand wash/sanitizer station.)
 - g. After washing/sanitizing their hands, the Corps Member may proceed into the bayit.
2. If the Corps Member believes they may have had “close contact” with someone with COVID-19 please immediately follow the quarantine protocol which [can be found here](#).

For Corps Members in Washington Heights

1. The bayit should be prepared as follows:
 - a. Preferably, the Corps Members will set up a hand sanitizer station outside of the bayit (apartment) door. Alternatively, every Corps Member should keep with them a travel-sized bottle of hand sanitizer.
 - b. One bathroom in the bayit should be designated as a “decontamination” bathroom, for use exclusively by Corps Members who have been deemed essential (and are thus working face-to-face with clients and colleagues).
 - c. Each Corps Member in the bayit who has been designated an essential worker should keep a stash of clean towels/sheets in their room in a readily accessible spot.
2. If the Corps Member believes they may have had “close contact” with someone with COVID-19 please immediately follow the quarantine protocol which can be found here.
3. Additionally, surveillance testing will be required for CMs who serve outside the home, depending on availability of the testing.

Hand Washing Best Practices

1. Frequent hand washing is an excellent defense against COVID-19. Corps Members should wash their hands with soap for 20 seconds frequently (10+ times) throughout the day. Additionally, Corps Members should always have hand sanitizer on them when they leave the bayit and should use it liberally.

Face Coverings

1. Face coverings are a critically important component of risk mitigation. Therefore, Corps Members should wear a high-quality face covering whenever they are outside of the bayit. Avodah will provide cloth face coverings to any Corps Member who needs. Avodah has also supplied medical style ear-loop masks to all Avodah baytim.

2. Here are the criteria to determine if your cloth mask is high quality, or if you need to purchase a new mask:
 - a. The mask should have at least two, but ideally three layers (i.e., 3-ply);
 - b. The mask should fit snugly with no large gaps between your face and the mask;
 - c. The mask should pass the candle test, meaning that if you can blow out a candle while wearing the mask, the mask is insufficient and should be replaced; and
 - d. The mask should pass the light test, meaning that if you hold up the fabric or mask to the light, if any significant amount of light passes through, the mask is insufficient and should be replaced.
3. If a Corps Member needs a new mask/face covering and cannot afford to purchase it, the Corps Member should apply to Avodah's Economic Access Fund for financial assistance.
4. More information on face coverings can be found [here](#), [here](#), [here](#), and [here](#).

Daily and Weekly Cleaning

1. All high-touch surfaces in the bayit (e.g., interior and exterior door knobs, faucet handles, toilet flush knobs, oven handles, stove knobs, refrigerator doors, etc.) should be wiped down every evening. Corps Members should do a weekly clean of the bayit, including a deep clean of the bathrooms (cleaning toilets, bathtub/shower, countertops, changing towels/mats, floors mopped, trash removed, surfaces wiped down, etc).

In Person Interaction with People Outside of Your Household

Indoor Space Masked

1. Protocol must be in compliance with the stage your city is in:
 - a. Stage A: Nobody except for the Corps Members who live in that bayit are allowed in the bayit (except essential maintenance). Corps Members are not allowed in non-bayit indoor spaces other than their placement.
 - b. Stage B & C: Nobody except for the Corps Members who live in that bayit are allowed in the bayit (except essential maintenance). Corps Members are not allowed in non-bayit indoor spaces other than their placement and essential errands.
 - c. Stage D: No restrictions.
2. In stages A-C, no visitors are allowed inside any of the bayit with the exception of maintenance workers and emergency personnel.
 - a. Protocol on Maintenance on the Bayit
 - i. Your landlords and maintenance workers are allowed access to your house. We will ask them to follow the following protocol. If you have any concerns about this, please reach out to your Program Director.
 - ii. With more people spending all their time - including their service hours - in the bayit, we anticipate that maintenance issues may arise. When an issue becomes apparent, please tell your Program Director right away. The Program Director, with your input, will determine if it is an emergency issue re: health/safety/productivity of Corps Members. If the issue needs to be fixed immediately, the Program Director will work with the landlord and residents of the bayit to find a maintenance option.
 - iii. Visits by workers to the bayit:

1. The Corps Members should carefully clean/sanitize any areas where the maintenance/repairs will be done (to protect the health of the maintenance worker).
2. The maintenance worker must wear a mask the entire time they are in the bayit. In addition, they should remove their shoes and wash or sanitize their hands when entering the bayit.
3. All Corps Members should maintain a minimum of 6 feet from the maintenance worker the entire time they are on the property and wear masks. All windows in the area that the work is being done should be open for the entire time the work is being done, and for at least an hour after the maintenance worker leaves.
4. Once the work is completed, the Corps Members should thoroughly clean/sanitize any surfaces that were touched/impacted by the maintenance.
5. If your Program Director needs to enter the bayit for any reason, they will follow a similar protocol.

Physically-Distanced Social Visits

1. Protocol must be in compliance with the stage your city is in:
 - a. **Stage A:** Any in-person socializing (including meeting outside) with people who don't live in the Avodah household will likely be paused or decreased. This will be evaluated based on caseload in the given city.
 - b. **Stage B & C:** Outdoor, physically-distanced socializing is allowed meeting these criteria: At any given time, there should be no more than three households and 30 people gathering together outdoors, including the members of the Avodah bayit.
 - c. **Stage D:** Outdoor visits of any number can happen based on city/state/ federal guidelines.
2. In stages B-D, Corps Members may have outdoor, physically-distanced social visits following the below best practices. Any socializing with individuals outside of the bayit presents some level of risk. We have put together the below guidelines to try to minimize risk. This applies to parks and backyards, if the yard/outdoor space that is accessible from an *outdoor entrance*.
3. General Guidelines:
 - a. Only residents of the Avodah bayit may enter the bayit at any time, including to pass through the bayit or to use the restroom. (In other words, guests and/or friends of the Corps Members may not use restrooms in the bayit.)
 - b. Anyone currently living in the bayit should not enter any indoor spaces besides the bayit, including to pass through or use the restroom. Exceptions include service at your placements for essential workers and essential errands.
 - c. All social visits with anyone outside the bayit must be outdoors;
 - d. Corps Members must remain a minimum of six feet apart from anyone who does not live in their household;
 - e. Face masks/face coverings must be worn for any non-stationary activities (ie, walking, biking);
 - i. In stages B & C, Masks may be removed when all parties are stationary and at least 6 feet apart (ie sitting, picnics, meditation).
 - f. If any objects are shared, hands should be washed/sanitized immediately;

- g. At any given time, there should be no more than three households and 30 people gathering together outdoors, including the members of the Avodah bayit.
- 4. Avoiding High-Risk Behaviors
 - a. While with people outside of their household, Corps Members are expected to avoid any high-risk activities like singing, shouting, and exercising with anyone outside of their household, regardless of if they are wearing masks. These activities increase the potential for aerosolized particles that can stay in the air for longer and travel further than six feet.

Outdoor Activities

1. Protocol must be in compliance with the stage your city is in:

Activity	Stage A	Stage B	Stage C	Stage D
Outdoor recreation	Outdoor recreation (with physical distancing) that you can walk to or drive/be driven to (following car share/car rental protocol or driving in a personal car) is allowed. This includes hiking, going to the beach, etc.		Outdoor recreation (with physical distancing) that you can walk to, drive/be driven to (following car share/car rental protocol or driving in a personal car) or take public transportation following that protocol is allowed. This includes hiking, going to the beach, etc.	Corps Members may participate in any outdoor activities.
Outdoor dining & events	Outdoor dining at restaurants is not allowed, nor are outdoor events.		Outdoor dining at restaurants is permitted with members of your households if you are 10ft or further apart from other tables and the server is masked. Outdoor activities where participants are masked and 6 ft apart (for example, movies or plays in the park) are permitted.	
High risk activities	Yelling/chanting/singing/ shouting or other kinds of speaking that increase the likelihood of producing aerosolized droplets are not permitted.			
Group	No group sports or activities with heavy		No group sports or	

sports	breathing in close proximity to others are allowed.	activities with heavy breathing in close proximity to others are allowed. Tennis, baseball, golf, minigolf (all with good masking, distancing, and hand sanitizing) are allowed.	
Removing your mask while outdoors	Removing masks while outdoors is not permitted, except for quick water and food breaks.	Masks may be removed when all parties are stationary and at least 6 feet apart (ie sitting, picnics, meditation). If you are more than 10-20 ft away from other people, you may remove your mask.	
Non socially distanced activities	All outdoor activities must be socially distanced.	All outdoor activities must be socially distanced.	Non-socially distanced (provided you are not face to face) outdoor interactions lasting 30 minutes or less with both parties masked but closer than 6 ft (for example, outdoor haircuts, looking over documents with supervisor in close proximity outside) are allowed. 6 ft is still the best practice when possible.

Protocol Regarding Transportation

Protocol for transportation must be in compliance with the stage your city is in

Transportation Permitted in all Stages

3. Driving (the lowest risk option):

- a. Driving in a car by yourself (or with someone in your bayit) is the lowest risk mode of transportation.

4. Renting a car:

- a. If Corps Member’s do not have access to personal cars, and would like to rent a car for a permitted activity, they may do so following these precautions:
 - i. Prior to renting the car, call the rental facility and ask what their COVID protocols are. In particular, ask if it is possible for you to walk through their parking lot/garage to get the

car (rather than have an employee drive it to you). If this is not possible, confirm that the employee who is driving the car will be wearing a mask while in the car, and will keep the windows down. If possible, rent a car that has a pick up and drop-off location within walking distance to the Avodah bayit.

- ii. Walk, bike, or get a ride to the car rental facility from someone in your bayit. If this is not possible, take a rideshare following our rideshare protocol.
- iii. When at the rental facility, wear a mask the entire time and remain 6 feet away from other people whenever possible.
- iv. Be mindful to not touch any unnecessary surfaces.
- v. When you get the keys, wipe them down with a Lysol wipe. When you get the car, wipe down any high-touch surfaces (e.g., the doorknob, the wheel, the radio controls, the gearshift, etc.) with a Lysol wipe.
- vi. When you begin driving, leave your windows open for as long as possible to air out the car.
- vii. When you drop off the car, follow the same precautions as you did while picking up the car.

5. Rideshares:

- a. Corps Members may take rideshares, while following this protocol:
 - i. Order an Uber XL / Lyft XL (a 6-8 seater)
 - ii. While in the car, wear your mask the entire time, do not let the driver help load the car, and sit as far back as possible, maintaining 6 feet of distance between you and the driver at all times.
 - iii. Open the windows and keep them open for the duration of the drive.
 - iv. If your driver is not wearing a mask, do not enter their car and call for a different car.
 - v. A maximum of 3 Corps Members can be in the rideshare at any given time, in order to ensure that Corps Members are sitting in the far-back of the car.

6. When stopping at gas stations:

- a. When stopping at gas stations, the following protocols must be followed:
 - i. Wear masks at all times;
 - ii. Minimize the purchase of food in order to minimize the surfaces you touch;
 - iii. If possible, wear gloves when entering a restroom;
 - iv. Wipe down toilets before going to the bathroom, and minimize the surfaces you touch in the bathroom;
 - v. Wash hands with soap and water; and
 - vi. Use hand sanitizer immediately after taking off gloves, and before getting back into the car.

Public Transportation

1. Protocol for taking public transit must be in compliance with the stage your city is in:
 - a. Stage A:
 - i. Corps Members should avoid taking public transportation unless absolutely necessary.

- ii. Program Directors will support Corps Members who are in the “essential worker” category with determining alternative ways to get to and from work. All CMs should have their transportation plans approved by PDs.
- b. Stage B:
 - i. Corps Members should not be taking public transportation unless they are in the “essential worker” category and are commuting to/from their placement or traveling for their placement service.
 - ii. Public transit will be approved on a case by case basis for essential errands such as doctor appointments. If it is possible to utilize a ride-share service (following [ride-share service protocol](#)) or drive a car, that is preferable.
- c. Stage C:
 - i. Public transportation is permitted in order to travel to approved outdoor activities (see outdoor activities column) and for essential errands, including grocery shopping. Corps Members must wear a mask and sanitize frequently.
 - ii. Trips should be planned to avoid peak rush hour commuting crowds. If the public transit is crowded to the extent that Corps Members are within 3 feet of another masked person for longer than 15 minutes, Corps Members should get off and either call a ride-share service for the remainder of the trip or wait for a less crowded train/bus to arrive.
 - iii. If there are unmasked/not fully masked passengers within 6 feet, corps members should reposition themselves as far away from any unmasked/not fully masked people as possible and switch trains/buses at the next available stop.
 - iv. Public transportation should be limited to 45 minutes maximum. The route that has the fewest transfers should be taken. Major transfer centers should be avoided if possible. Any trips on public transit longer than 45 minutes need to be pre-approved by a Program Director.
 - v. If the buses in your city allow you to open windows, that is preferable to taking the subway.
 - vi. If walking or biking is possible, that is still recommended.
- d. Stage D:
 - i. No restrictions on public transportation.

Placement Protocols

Applicability

1. The following protocols apply to Avodah's Service Corps placements and their interactions with Avodah and Avodah Corps Members.

Placement Protocol During a Shelter in Place Period

1. During any periods in which a shelter in place rule is issued, either by local, state, or federal officials:
 - a. All nonessential Corps Members should work remotely.
 - b. Corps Members who are essential workers and want to serve in-person are permitted to continue serving at their placement organization and must follow the Protocol for Essential Workers returning to the bayit (see protocol [here](#)).
 - c. All Avodah placements who have Corps Members performing in-person essential services must follow the guidelines that follow.

Avodah Placement Risk Mitigation Guidelines

1. We are proud to be able to support our placement partners in the essential work that they do. We know that the need for support has only increased due to the COVID-19 pandemic. We also know that the virus is still active and dangerous.
2. We have developed a set of safety guidelines, in partnership with public health and medical experts, and in-line with CDC recommendations, which we ask all Avodah Placement partners to follow in order to mitigate risk and reduce potential exposure of Avodah Corps Members and clients in scenarios of in-person work.
3. Avodah will provide to the Corps Members:
 - a. One washable cloth mask per Corps Member if needed
 - b. One face shield or goggles (if necessary)
4. The placement will provide to their Corps Members:
 - a. Gloves
 - b. Wipes or spray and paper towels to clean the Corps Member's desk, communal spaces etc. as outlined below

Return to Work Guidelines

1. Avodah expects placements to follow city and/or state guidelines on returning to in-person work, and to follow decision-making guidelines as outlined by the city/state/CDC.
2. These guidelines should include:
 - a. Enhanced spacing between employees, including through physical barriers; changing the layout of workspaces; encouraging telework; closing or limiting access to communal spaces; staggering shifts and breaks; and limiting large events, when and where feasible.
 - b. Modifying travel and commuting practices, including by promoting telework for employees and volunteers who do not live in the local area, if feasible.

Basic Safety Guidelines for Placement Employees, Corps Members and Clients

1. Stay six feet apart from each other and wear a mask at all times indoors.
2. If you have any of the following symptoms (not attributable to another condition), do not come into work, or if you are already at work, notify your supervisor, go home, self-isolate and seek medical guidance:
 - a. Dry cough
 - b. Fever
 - c. Shortness of breath
 - d. Constant pain or pressure in chest
 - e. Loss of smell or taste
 - f. New (atypical for you) nasal congestion and or/running nose
3. Corps Members may notify Avodah staff and placement supervisors if they are in a “high-risk” group, e.g., if they are immunocompromised, have underlying health problems, etc. and require specific accommodations to mitigate their exposure risk.
4. As part of orientation/training for any new placement staff member/Corps Member, COVID-19 safety precautions will be provided and will include:
 - a. Proper hand hygiene protocol (e.g., washing, sanitizing, glove disposal, etc.)
 - b. Social distancing workplace policies
 - c. Procedure for if someone at the workplace (staff/client/volunteer/etc.) has confirmed or probable exposure to Sars-COV-2/Covid-19 or tests positive for the virus.

Workplace Safety Building Guidelines

1. Placements will create and implement procedures to limit exposure in the following areas:
 - a. Entrances, Exits, and Elevators, etc.
 - i. Limit gatherings at entrances, exits, and elevators, and maintain 6 feet of distance between people.
 - b. Office and Common Work Areas:
 - i. All persons present in the placement’s offices should be required to wear a mask at all times, including when walking from car/transportation, in hallways, communal spaces, bathrooms, etc. Face coverings may only be removed if an individual is alone in a closed-door office with adequate ventilation.
 - ii. All persons present in the placement’s offices should maintain the 6-foot separation gap as much as possible. If desks or chairs are close together, move them six-feet or more apart. Keep meetings as small as possible, or hold them over video/phone whenever possible.
 - iii. Because the virus can last for several days on hard surfaces, facilities should be disinfected regularly. Where common surfaces are used, they must be cleaned with disinfectant after each use. Provide employees and Corps Members with cleaning supplies to regularly clean desks.
 - c. Eating Areas:
 - i. All persons present must stay at least six feet apart while eating indoors.
 - ii. Wash your hands for 20 seconds before or after eating. If you do not have access to a sink, use high alcohol-content hand sanitizer.

- iii. Make sure to clean up after you are finished, including by using disinfectant to clean off tables, counters, and anywhere else food might have been handled.
- iv. The placement must provide disinfectant to clean these areas.

Corps Members Serving Clients Face-to-Face

1. Avodah Corps Members will follow a strict protocol designed to mitigate their risk of exposure to COVID-19. At the same time, Avodah Corps Members reside in communal housing, which may represent an inherent increased risk. Avodah is committed to ensuring our Corps Members are minimizing the risk of exposing placement colleagues and clients to COVID-19. Corps Members must also be careful about the potential of exposing their housemates due to potential exposure in their workplaces. Therefore, we ask that all placements follow the below guidelines for Corps Members who are working directly with clients.
2. In-person assistance with clients inside building:
 - a. Staff members, Corps Members and clients will wear face coverings at all times and maintain 6 ft of separation.
 - b. Where possible, in-person work will take place in a designated room/area selected by the placement where a sneeze-guard or other transparent separation may be affixed to protect the staff member.
 - c. Gloves should be worn by staff members and Corps Members should there be any exchange of documents or materials with clients. If gloves are not available, the Corps Member must be provided with hand sanitizer or access to a hand wash area
3. In-person assistance with clients outside of building:
 - a. Staff members, Corps Members and clients will wear face coverings at all times and maintain 6 ft of separation.
 - b. Gloves must be worn and/or hand sanitizer provided should there be any exchange of documents or materials with clients, or handling of client belongings

Close Contact With Anyone Outside of the Household

The following protocols relate to decisions regarding Corps Members who have had close contact with anyone outside of their bayit and are living in the Avodah Bayit.

General Principles & Close Contact and Return to Bayit Request Process

1. Every time a Corps Member has close contact with anyone outside of their Avodah household, they increase the risk of potential exposure to COVID-19. Given this increased risk, all Corps Members living in Avodah baytim are expected to refrain from avoidable close contact with anyone outside of their household.
2. While we expect that Corps Members who live in Avodah baytim will refrain from close contact with anyone outside of their household, we recognize that Corps Members' mental health is often dependent on visiting with friends and family outside of the bayit. To balance these needs we have made the following two modifications.
 - a. Corps Members may participate in the Avodah program while living outside of the Avodah bayit. Corps Members who choose to live outside of the Avodah bayit while participating in the Avodah Service Corps are not bound by Avodah Covid protocols, including these guidelines for close contact. Any Corps Member who chooses to participate in Avodah while living outside the Avodah bayit must receive approval from their placement and program director to participate from their location of choice.
 - b. Corps Members living in the bayit who wish to have close-contact with person(s) outside of the Avodah household and then return to living in the Avodah bayit should follow the process outlined below.
 - i. The Corps Member should fill out the "close contact and return to bayit [request form](#)" as soon as they know when they would like to have close contact with someone outside of their household. In general, staff need two weeks to consider a request. Requests made without two weeks notice will be considered on a case-by-case basis. The Corps Member will be expected to quarantine prior to returning to the Avodah bayit.
 1. Avodah staff will try to accommodate requests to return to living in the bayit after close contact, utilizing a combination of quarantine and testing and any other available methods as determined by Avodah medical advisors. [See this section to read additional considerations.](#)
 2. In the case of emergencies, (e.g., if someone goes to the hospital or if a family member is sick or passes away), please notify your program director immediately if you have left the bayit and you wish to return. After notifying your program director, please fill out the request to return to bayit form.
 - ii. Requests will either be tentatively approved or denied. Due to how quickly circumstances change with COVID, no requests will be definitely approved. All Corps Members who have close contact and return to bayit requests tentatively approved must be prepared to have changes made to their plan, including not being able to return to the bayit on their originally planned timeline and/or changes to their quarantine.

- iii. When a Corps Member is outside of the bayit, and has been tentatively approved to return, they are required to have a check-in phone call with an Avodah staff member the weekday prior to their planned return date. On this call, the Avodah staff member will assess if any changes need to be made to the quarantine plan. The main considerations that the staff will think through are:
 - 1. If the Corps Member, or anyone they are in close contact with on their trip is not feeling well;
 - 2. If the Corps Member, or anyone they were in close contact with on their trip has unexpected close contact with anyone else during their trip;
 - 3. If the Corps Member, or anyone they are in close contact with on their trip finds out that they are a close contact of someone with COVID;
 - 4. If there are any updated travel or stay-at-home orders that impact the plan;
 - 5. If there are any new best practices or guidance released by the CDC or other reputable sources; or
 - 6. If there is a significant rise in cases where the Corps Member is visiting or in the city they are returning to.
- c. Corps Members' privacy is important to Avodah staff. We will ask Corps Members to disclose only what is necessary to determine exposure risk. Avodah staff does not anticipate needing to know the specifics about what type of close contact occurred. Avodah only needs to know *if* close contact, as defined by the [CDC guidelines](#), occurred. Avodah staff will work closely with the Corps Member to determine a quarantine plan prior to returning to the Avodah bayit.
- d. Any Corps Member who leaves the Avodah bayit without planning to return needs to take their belongings with them. If a Corps Member leaves the Avodah bayit and later decides not to return, they are responsible for either working with Avodah staff to pick up their belongings, or for the cost of having their belongings shipped to them (including cost of labor).
- e. Any decisions to allow Corps Members to return to the bayit will be made with guidance from public health and medical professionals and with the understanding that the Corps Member is not planning to go back and forth between the bayit and another residence frequently.

Considerations When Approving or Denying Close Contact and Return to Bayit Requests

Multiple factors will be considered when determining whether or not it is possible to approve a request. The ability to approve plans depends on various factors, including the following:

1. COVID-19 rates in the city the bayit is in, as well as in the city the Corps Member hopes to spend time in (if overnight close contact);
2. The mode of transportation the Corps Member takes;
3. The number of Corps Members in a bayit hoping to do this at the same or overlapping times;
4. The specific circumstances of the Corps Member's close contact; city/state/federal orders;
5. Best practices from CDC and other experts;
6. Our ethical obligation as a mission-driven organization to stay out of the public sphere to help protect those who are most vulnerable to COVID-19;
7. The ability to create a quarantine plan in-line with [Avodah quarantine protocol](#); and
8. Whether or not it is an emergency situation.

Due to the surge in COVID rates across the country, as of 12/2/20, the following forms of close contact and return to bayit requests will be considered. When there is a decline in COVID-19 cases for two weeks, we will reconsider.

Risk Level	Description	Considerations	Type of quarantine that will be required <u>at a minimum</u>
Highest risk	<p>Modes of transportation that are not self-contained (e.g., flights, trains, public transit)</p> <p>OR</p> <p>A long road trip that requires more than one overnight stay in an airbnb/hotel</p>	<p>Corps Members will not be permitted to return to the bayit if their travel plan falls into the “highest risk” category at this time.</p> <p>When we see a decrease in COVID cases for two weeks, we will reconsider whether or not we can approve this form of travel.</p>	N/A
High risk	<ul style="list-style-type: none"> - Mode of transportation is self-contained (e.g., a car, walking or biking); AND - The Corps Member is planning on having close contact with multiple households; AND/OR - The Corps Member is visiting people who work in person in areas with high COVID rates. 	<p>We encourage all Corps Members to think about if their travel is necessary or not.</p> <p>We will review and approve these requests on a case-by-case basis, depending on the circumstances.</p> <p>Because of how quickly circumstances are changing, all Corps Members who have close contact and return to bayit requests tentatively approved must be prepared to have changes made to their plan, including not being able to return to the bayit on their originally planned timeline and/or changes to their quarantine.</p>	<p>10 day quarantine with a test on day 8 OR 14 day quarantine with a test on day 12</p> <p><i>Note: depending on circumstances, a longer quarantine may be necessary</i></p>
Medium risk	<ul style="list-style-type: none"> - Mode of transportation is self-contained (e.g., a car, walking or biking); AND 	<p>We encourage all Corps Members to think about if their travel is necessary or not.</p> <p>We will review and approve these</p>	<p>7 day quarantine with a test on day 5</p> <p><i>Note: depending on circumstances, a</i></p>

	<p>- Corps Member is only having close contact with one household, or having close contact with multiple households but the people they are seeing are quarantining prior to the Corps Member's arrival; OR</p> <p>- The Corps Member is visiting people who have all been working remotely, not having close contact with people outside of their household, and avoiding indoor spaces other than essential errands for the two weeks leading up to when the Corps Member is planning to return to the bayit.</p>	<p>requests on a case-by-case basis, depending on the circumstances.</p> <p>Because of how quickly circumstances are changing, all Corps Members who have close contact and return to bayit requests tentatively approved must be prepared to have changes made to their plan, including not being able to return to the bayit on their originally-planned timeline and/or changes to their quarantine.</p>	<p><i>longer quarantine may be necessary</i></p>
<p>Low risk</p>	<p>With COVID rates as high as they are around the country, there are no low-risk travel plans right now. CDC, city governments, and other experts have been consistent in recommending that the safest thing to do right now is to not travel or have close contact with other households.</p>		

Quarantines After Close-Contact with Someone Outside of the Avodah Bayit

There are multiple forms of quarantines that may be approved as a part of the process to return to the bayit. Which quarantine is approved depends on 1) The specific circumstances of the Corps Member's close contact; 2) city/state/federal travel orders; and 3) the COVID rates in the location the Corps Member is visiting, the bayit city, and nationwide.

Length of Quarantine*

There are multiple possible lengths of a quarantine that is approved for after having close contact with someone outside of the bayit. The options we consider are based in best practices, and will continue to change as new best practices emerge. In order to determine which quarantine is necessary, we look at the specific circumstances of the Corps Member's request.

1. 7 day quarantine with a test on day 5 (quarantine for 5 days, get a COVID test, and continue to quarantine until you receive a negative test result AND it's been at least 7 days).
2. 10 day quarantine with a test on day 7 (quarantine for 7 days, get a COVID test, and continue to quarantine until you receive a negative test result AND it's been at least 10 days).
3. 14 day quarantine with a test on day 12 (quarantine for 12 days, get a COVID test, and continue to quarantine until you receive a negative test result AND it's been at least 14 days).
4. No quarantine necessary: When rates are low and meet our stage 3 guidelines, we will consider approving a request with no quarantine if the household the Corps Member is visiting has COVID practices that meet our quarantine protocol.

**We are aware that the CDC has revised their guidelines to include two shorter quarantines. However, they still recommend the 14 day quarantine as a best practice, and there is significant risk with either of the shorter versions. We are in the process of discussing the CDC's new guidance with our medical advisors, and then will make a determination about if we are going to revise our protocol. In the meantime, we are continuing to require a 14 day quarantine for higher risk travel plans and close-contact quarantines.*

Types of Quarantine

There are three primary types of a quarantine that may be approved. Any of these can be approved for any of the above lengths of time, depending on the circumstances.

1. **Quarantine with the household the Corps Member is visiting prior to returning to the bayit. All of the following must be met in order to meet this level of quarantine:**
 - a. The Corps Member and everyone in the household they will be visiting, will be working and/or going to school 100% remotely during the quarantine;
 - b. The Corps Member, and everyone in the household they will be visiting, will not run essential errands unless they are emergencies. All essential errands that are avoidable must be postponed or done contactless (e.g., groceries should be delivered or picked up with curbside pickup, prescriptions should be picked up in advance). If there is an emergency need for an essential errand, the Corps Member should be in touch with Avodah staff to discuss the specific situation to determine if an additional quarantine is necessary.
 - c. The Corps Member, and everyone in the household they will be visiting, will not be indoors anywhere besides their household, during the quarantine.
 - d. The Corps Member, and everyone in the household they will be visiting, will only socialize indoors with members of their household. Any socializing with anyone not residing in their household will take place outdoors, masked, and distanced at a minimum of six feet. This will apply for the duration of the quarantine;
 - e. The Corps Member, and everyone in the household they will be visiting, will only drive their personal car, with members of their household, during the two week quarantine. They will not take public transportation during the quarantine;

- f. Nobody new will be joining the household during the quarantine; and
 - g. The Corps Member will be either driving a personal car, taking a rideshare following Avodah's protocol for rideshares or renting a car and driving themselves back to the bayit at the end of the quarantine.
- 2. Quarantine at the household the Corps Member is visiting prior to returning to the Avodah bayit, but in a bedroom quarantine away from other members of the household they are visiting. All of the following must be met in order to meet this level of quarantine. During the quarantine:**
- a. The Corps Member will have their own bedroom;
 - b. The Corps Member will either have their own bathroom, or clean the bathroom while masked thoroughly before each use;
 - c. The Corps Member will be masked at all times while in the house and outside of their bedroom;
 - d. The Corps Member will not socialize indoors with anyone, including members of the household they are visiting;
 - e. The Corps Member is permitted to use the kitchen at times when nobody else is in the kitchen. The Corps Member must be masked at all times when using the kitchen, and should open the window if possible;
 - f. The Corps Member will only eat food they prepare for themselves, takeout, or food someone prepares for them while taking careful hygiene precautions (such as washing hands thoroughly prior to cooking, not cooking for others if sick, etc);
 - g. The Corps Member will not run essential errands unless they are emergencies. All essential errands that are avoidable must be postponed or done contactless (e.g., groceries should be delivered or picked up with curbside pickup, prescriptions should be picked up in advance). If there is an emergency need for an essential errand, the Corps Member should be in touch with Avodah staff to discuss the specific situation to determine if an additional quarantine is necessary.
 - h. The Corps Member will not be indoors anywhere besides their household during the quarantine.
 - i. The Corps Member will eat meals either alone in their bedroom or outside socially distanced a minimum of 10 feet away from other people. They will not eat indoors with the household they are visiting;
 - j. The Corps Member will only drive a personal car, with nobody else in the car, during this time. They will not take public transportation; and
 - k. The Corps Member will be either driving a personal car, taking a rideshare following Avodah's protocol for rideshares or renting a car and driving themselves back to the bayit at the end of the quarantine.
- 3. Quarantine upon returning to the Avodah bayit, either in a single bedroom in the bayit or in the alternative quarantine space. All of the following must be met in order to meet this level or quarantine:**
- a. The Corps Member will not run essential errands unless they are emergencies. All essential errands that are avoidable must be postponed or done contactless (e.g., groceries should be delivered or picked up with curbside pickup, prescriptions should be picked up in advance). If there is an emergency need for an essential errand, the Corps Member should be in touch with Avodah staff to discuss the specific situation to determine if an additional quarantine is necessary.

- i. The Corps Member will only socialize with people while outdoors, masked and socially distanced at a minimum of 6 feet;
- ii. The Corps Member will only drive a personal car, with nobody else in the car, during this time. They will not take public transportation (unless they are going to work as an essential worker);
- iii. If the Corps Member is living in the separate quarantine space, they will not be indoors in the Avodah bayit;
- iv. If the Corps Member is quarantining in a bedroom in the bayit:
 1. They will not socialize in the rest of the bayit indoors nor will they spend time in communal areas;
 2. They work with their housemates to figure out a way to have their own bedroom for the duration of the quarantine;
 3. They will either have access to their own bathroom, or will thoroughly clean the bathroom while masked after they use it; and
 4. They will eat all meals either in their bedroom or outdoors. If they are eating outdoors with their housemates, they will maintain social distance at a minimum of 10 feet; and
- v. During this quarantine, the Corps Member may be asked to restrict themselves to their bedroom, or may be able to use communal areas in the bayit while masked.
 1. If the Corps Member is not symptomatic, they are permitted to use the kitchen while masked at a time when no other Corps Members are in the kitchen. The Corps Member should follow these steps when using the kitchen:
 - a. Prior to using the kitchen, communicate with housemates to ensure that nobody will be in the kitchen for the duration of the time you are using the kitchen. Try to minimize the number of trips you need to take to the kitchen. For example, while you are in the kitchen making lunch grab a few snacks for later.
 - b. Wear a surgical ear loop mask the entire time you are in the kitchen.
 - c. Immediately upon entering the kitchen, wash your hands thoroughly for at least 20 seconds.
 - d. If possible, open the window for the duration of the time you are in the kitchen.
 - e. Only touch the items you need.
 - f. Prepare your food quickly in order to try to spend as little time as possible in the kitchen. Do not spend time socializing with housemates during this time.
 - g. Wash all dishes you use immediately, so as to not need to come back to the kitchen.
 - h. Wipe down surfaces you touch with disinfectant wipes after use (especially high touch surfaces like the fridge handle and sink).
 - i. Do not eat in the kitchen. Take your food back to your bedroom to eat.
 - j. If a housemate accidentally comes into the kitchen, immediately remind them that they may not enter the kitchen until you are done.
 2. If the Corps Member is not symptomatic, they are permitted to use the laundry while masked at a time when no other Corps Members are in the laundry room/area.
 3. If the Corps Member is symptomatic, they are not permitted to use the kitchen or laundry. The Corps Members housemates will support them by bringing them food.

Close Contact and Returning to the Bayit during Holidays/Peak Travel Times

1. Travel during peak travel/holiday times is likely to increase risk of Covid-exposure. As the volume of people traveling increases, so does the potential for Covid transmission.
2. As requests to return to the bayit are considered, the number of Corps Members needing to do this simultaneously greatly influences the possibility of low-risk reintegration.
3. Additionally, given the length of time needed for quarantine prior to reintegrating in the Avodah bayit, Corps Members serving in-person have far less-flexibility with their time-off than virtual workers.

Given these limitations, it is unlikely that multiple requests to return to the bayit after close-contact will be approved in the two weeks after major Holidays/Peak travel times. Because of the increased risk and volume associated with holiday travel, Corps Members will need to submit any requests a minimum of 4-6 weeks in advance of the requested travel. We ask that all Corps Members consider their ability to spend Holidays/Peak travel times together at the bayit. If there are more than one or two Corps Members who wish to return to the bayit in the two weeks following any Holiday/Peak Travel time, the Corps Members should discuss their needs around holiday travel together as a household, taking into account in-person vs. virtual service and other specific and unique circumstances to ensure an equitable process for everyone. After discussing as a house, Corps Members who wish to travel and then return to the bayit should submit the Close contact and return form. Program Directors are available to work with Corps Members to support in these conversations.

Quarantine & Isolation Protocols

The following protocols have been developed to address potential situations in which a Corps Member is exposed to, has symptoms of, or is diagnosed with COVID-19. We take all such situations very seriously and will adhere to the following steps. We ask that all Corps Members do the same. Our goals are twofold; to keep Corps Members as safe as possible, and to keep anyone Corps Members interact with (clients, placement colleagues, grocery store cashiers...) safe as well. While we have attempted to write these protocols to make clear how we will react if and when any of these scenarios arise, every Corps Member should always feel free to reach out to their Program Director if they have any questions or concerns. These exposure scenario protocols will be updated as new research and best practices emerge. Avodah abides by all CDC, city, state, federal orders regarding quarantine and isolation.

Scenarios

Scenario 1: A Corps Member has been in close contact of someone who has tested positive for COVID-19.

1. Examples of the scenario:
 - a. The Corps Member, who is an essential worker, meets with and has significant contact with a client at 9:00 am, and learns later that day that the client is symptomatic and/or has tested positive for COVID-19.
 - b. The Corps Member, who is an essential worker, has significant contact with a placement colleague or client and, a day later, after the Corps Member has returned to the bayit and interacted with other Corps Members, learns that the colleague/client has tested positive for COVID-19.
2. Scenario 1 Protocol:
 - a. If the Corps Member receives this information while outside of the bayit, they should not return to the bayit until speaking with the Program Director.
 - b. The Corps Member must immediately call their Program Director and inform the Program Director of the situation. The Program Director will tell the Corps Member where to go.
 - c. The Program Director will either direct the Corps Member to space secured by Avodah for quarantine and/or isolation situations, or if that space is unavailable at the time, to a private room in the bayit where the Corps Member will immediately begin a quarantine. If the Corps Member is directed to go to a private room in the bayit, and if there is an empty bedroom in the bayit, the Corps Member should isolate themselves in that private bedroom in the bayit. However, if there is not an empty bedroom in the bayit, the Corps Member should isolate themselves in their own bedroom, and text their roommate to ask them to not come in. The Corps Member should open all windows in the bedroom, if possible.
 - d. If the Program Director directs the Corps Member to an alternative space (outside of the bayit), the Corps Member should walk to the alternative space if possible. However, if the distance is too far, or if the Corps Member feels unable to walk to the alternative space, the Corps Member should summon an XL rideshare (Uber, Lyft, etc) (the cost for which will be reimbursed by Avodah if needed). While in the XL rideshare (Uber, Lyft, etc) , the Corps Member and the driver

should both wear masks, the windows should remain down, and the Corps Member should sit as far back in the vehicle as possible.

- e. The Corps Member will begin quarantining. Four days after the last time they interacted with their contact with COVID-19, the Corps Member will get tested for COVID-19 and continue quarantining. The Corps Members should get a molecular test (also called PCR test, viral RNA test, or nucleic acid test). This test should not be a rapid test or antigen test.
- f. The Corps Member will continue their quarantine until their molecular COVID-19 test results come back.
- g. If the Corps Member's COVID test is positive, they should follow the protocol for a Corps Member with a positive COVID test below.
 - i. If the Corps Member's COVID test is negative, they must continue to quarantine for 14 days from the date of their last interaction with their contact who has COVID-19, per CDC protocol.
 - ii. During this quarantine, the Corps Member may be asked to restrict themselves to their bedroom, or may be able to use communal areas in the bayit while masked.
 1. If the Corps Member is not symptomatic, they are permitted to use the kitchen while masked at a time when no other Corps Members are in the kitchen. The Corps Member should follow these steps when using the kitchen:
 - a. Prior to using the kitchen, communicate with housemates to ensure that nobody will be in the kitchen for the duration of the time you are using the kitchen. Try to minimize the number of trips you need to take to the kitchen. For example, while you are in the kitchen making lunch grab a few snacks for later.
 - b. Wear a surgical ear loop mask the entire time you are in the kitchen.
 - c. Immediately upon entering the kitchen, wash their hands thoroughly for at least 20 seconds.
 - d. If possible, open the window for the duration of the time you are in the kitchen.
 - e. Only touch the items you need.
 - f. Prepare your food quickly in order to try to spend as little time as possible in the kitchen. Do not spend time socializing with housemates during this time.
 - g. Wash all dishes you use immediately, so as to not need to come back to the kitchen.
 - h. Wipe down surfaces you touch with lysol wipes after use (especially high touch surfaces like the fridge handle and sink).
 - i. Do not eat in the kitchen. Take your food back to your bedroom to eat.
 - j. If a housemate accidentally comes into the kitchen, immediately remind them that they may not enter the kitchen until you are done.
 2. If the Corps Member is not symptomatic, they are permitted to use the laundry while masked at a time when no other Corps Members are in the laundry room/area.

3. If the Corps Member is symptomatic, they are not permitted to use the kitchen or laundry. The Corps Members' housemates will support them by bringing them food.
- iii. In some cases, we may ask the Corps Member to take an additional COVID-19 test 8-9 days after their interaction with their contact who has COVID-19. The following factors will be considered:
1. Whether not the Corps Member is symptomatic;
 2. If other people who had contact with the COVID-19 positive person also contracted the virus;
 3. The local rate of transmission in their city, and in the micro communities they work with if they are an essential worker; and
 4. The nature/details of their contact with the COVID-19 person.
- iv. During this quarantine, the Corps Member who is quarantining should:
1. Have their own bedroom in the bayit, or in the alternative space secured by Avodah.
 2. Have their own bathroom in the bayit, or in the alternative space secured by Avodah, if at all possible.
 - a. If this is not possible, they should share a bathroom with as few housemates as possible, and thoroughly clean the bathroom after each use. They should be masked in the bathroom at all times other than while showering. They should open any windows in the bathroom for the duration of their time in the bathroom if possible.
 3. Wear a surgical ear loop mask while in the hallways of the bayit.
 4. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the "sanitize" cycle.
 5. To the extent possible, stay home and ask others to complete essential errands for you. (Your Program Director and other Avodah staff members will always prioritize helping you arrange this.) However, if the space that you are using to quarantine has private outdoor space, feel free to use it when others are not present to get some fresh air.
 6. If at any point the Corps Member experiences trouble breathing, persistent pain or pressure in the chest, confusion or inability to rouse oneself, or bluish lips or face, the Corps Member should seek immediate medical attention, including by dialing 911 if necessary.
- v. All other Corps Members in the bayit should:
1. Continue their day-to-day activities as normal.
 2. If working in person, let your placement know that you have a housemate who is isolating due to close-contact.
 3. See [this guide](#) for how to support a housemate in quarantine.
 4. Support the isolating Corps Member by bringing them food and water. Use either disposable plates and cutlery, or if reusable materials are used, careful attention

- should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.
5. When bringing them food and water, they should leave it outside the door to their room. They should then leave the area, and inform the Corps member that the food is there for them to take.
 6. Open windows in the bayit as much as possible, in order to increase air circulation.
 7. If the bayit is split into two apartments that normally interact as one household, no Corps Member should be going from one bayit to the other. The apartment units should view themselves as separate households during this time.

Scenario 2: A Corps Member in the household begins experiencing COVID-19 symptoms.

1. Scenario 2 Protocol:

- a. If the Corps Member is experiencing trouble breathing, persistent pain or pressure in the chest, confusion or inability to rouse themselves, or bluish lips or face, the Corps Member should seek immediate medical attention, including by dialing 911 if necessary.
- b. This includes if the Corps Members in question have any one of the following symptoms that is not attributable to another source: fever, cough, difficulty breathing fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea.
- c. If there is an empty bedroom in the bayit, the Corps Member should immediately isolate themselves in that private bedroom and contact their Program Director. If there is not an empty bedroom in the bayit, the Corps Member should isolate themselves in their own bedroom, and text their roommate to ask them to not come in. Then, they should contact their Program Director. The Program Director may direct the Corps Member to go to the additional isolation space secured by Avodah.
 - i. If the Program Director directs the Corps Member to an alternative space (outside of the bayit), the Corps Member should walk to the alternative space if possible. However, if the distance is too far, or if the Corps Member feels unable to walk to the alternative space, the Corps Member should summon an XL rideshare (Uber, Lyft, etc), (the cost for which will be reimbursed by Avodah). While in the XL rideshare (Uber, Lyft, etc), the Corps Member and the driver should both wear masks, the windows should remain down, and the Corps Member should sit as far back in the vehicle as possible.
- d. The Corps Member will begin quarantining and immediately get a molecular test (also called PCR test, viral RNA test, or nucleic acid test). This test should not be a rapid test or antigen test.
 - i. Avodah may also ask the Corps Member to get a different test, if their symptoms could be attributed to something else in an attempt to get a diagnosis. For example, if the Corps Member has a sore throat, we may ask them to get a strep throat test or if a Corps Member has flu-like symptoms in flu season, we may ask them to get a flu test.
- e. The Corps Member will continue their quarantine until their molecular COVID-19 test results come back.
 - i. If the Corps Member’s COVID test is positive, they should follow the protocol for a Corps Member with a positive COVID test below.

- ii. If the Corps Member receives a negative test, we will evaluate on a case-by-case basis. We may ask that Corps Member to take additional COVID-19 tests and/or assume they are positive for COVID and continue isolating depending on the circumstances. For example:
 1. If a Corps Member had known exposure to COVID-19, we may require the Corps Member to continue their isolation and/or take an additional COVID-19 test.
 2. If the Corps Member loses their ability to taste or smell, we may require the Corps Member to continue their isolation and/or take an additional COVID-19 test.
 3. If the Corps Member has multiple common COVID-19 symptoms we may require the Corps Member to continue their isolation and/or take an additional COVID-19 test.
- f. During this quarantine, the Corps Member who is quarantining should:
 - i. Have their own bedroom in the bayit, or in the alternative space secured by Avodah.
 - ii. Have their own bathroom in the bayit, or in the alternative space secured by Avodah, if at all possible.
 1. If this is not possible, they should share a bathroom with as few housemates as possible, and thoroughly clean the bathroom after each use. They should be masked in the bathroom at all times other than while showering. They should open any windows in the bathroom for the duration of their time in the bathroom if possible.
 - iii. Wear a surgical ear loop mask while in the hallways of the bayit.
 - iv. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.
 - v. To the extent possible, stay home and ask others to complete essential errands for you. (Your Program Director and other Avodah staff members will always prioritize helping you arrange this.) However, if the space that you are using to quarantine has private outdoor space, feel free to use it when others are not present to get some fresh air.
 - vi. If at any point the Corps Member experiences trouble breathing, persistent pain or pressure in the chest, confusion or inability to rouse oneself, or bluish lips or face, the Corps Member should seek immediate medical attention, including by dialing 911 if necessary.
 - vii. If the Corps Member is symptomatic, they are not permitted to use the kitchen or laundry. The Corps Members housemates will support them by bringing them food.
- g. All other Corps Members in the bayit should:
 - i. Continue their day-to-day activities as normal.
 - ii. See [this guide](#) for how to support a housemate in quarantine.
 - iii. Support the isolating Corps Member by bringing them food and water. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.

- iv. When bringing them food and water, they should leave it outside the door to their room. They should then leave the area, and inform the Corps member that the food is there for them to take.
- v. Open windows in the bayit as much as possible, in order to increase air circulation.
- vi. If the bayit is split into two apartments that normally interact as one household, no Corps Member should be going from one bayit to the other. The apartment units should view themselves as separate households during this time.
- h. In the event that any other Corps Member residing in the bayit begins exhibiting symptoms, Corps Members in the bayit should follow the [protocol for multiple Corps Members begin exhibiting COVID-19 symptoms](#).

Scenario 3: A Corps Member tests positive for COVID-19.

1. Scenario 3 Protocol:

- a. The Corps Member who tested positive should:
 - i. Immediately inform their Program Director.
 - ii. Immediately begin isolation (when applicable, continue to isolate in the same location they were quarantining in) unless instructed otherwise. When isolating Corps members must:
 - 1. Have their own bedroom in the bayit, or in the alternative space secured by Avodah.
 - 2. Have their own bathroom in the bayit, or in the alternative space secured by Avodah, if at all possible.
 - a. If this is not possible, they should share a bathroom with as few housemates as possible, and thoroughly clean the bathroom after each use. They should be masked in the bathroom at all times other than while showering. They should open any windows in the bathroom for the duration of their time in the bathroom if possible.
 - 3. Wear a surgical ear loop mask while in the hallways of the bayit.
 - 4. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.
 - 5. To the extent possible, stay home and ask others to complete essential errands for you. (Your Program Director and other Avodah staff members will always prioritize helping you arrange this.) However, if the space that you are using to quarantine has private outdoor space, feel free to use it when others are not present to get some fresh air.
 - 6. If at any point the Corps Member experiences trouble breathing, persistent pain or pressure in the chest, confusion or inability to rouse oneself, or bluish lips or face, the Corps Member should seek immediate medical attention, including by dialing 911 if necessary.

- b. The Corps Member who tested positive may end their isolation after 10 days from the onset of symptoms and 24 hours from when any fever has subsided on its own (without the aid of any fever-reducing medications).
- c. All other Corps Members in the bayit should:
 - i. Get a COVID-19 test 5 days after their last exposure to the housemate who tests positive and continue quarantining while awaiting the test results. They should also continue their quarantine after receiving the test results, until it has been a full 2 weeks.
 - ii. If working in person, they should notify their placement supervisor and/or HR team.
 - iii. The Corps Members should get a molecular test (also called PCR test, viral RNA test, or nucleic acid test). This test should not be a rapid antigen test.
 - iv. It is important that Corps Members quarantine away from each other as much as possible until we have test results that tell us if anyone else in the bayit has COVID-19. This will help prevent the spread of COVID-19 throughout the bayit. Therefore, while awaiting taking their test and after receiving their test results, all Corps Members in the bayit should:
 - 1. Assume that they have all been exposed to COVID-19.
 - 2. Mask at all times when outside of bedroom.
 - 3. Continue sleeping in their respective bedrooms with their roommates. It is important to not switch roommates during this time.
 - 4. As many Corps Members as possible should be in their own bedrooms. If there are additional empty rooms in the bayit, priority should be for Corps Members who are immunocompromised or who are living in a triple to move into one of the empty rooms.
 - 5. Wear masks while in the communal areas in the bayit at all times, including the bathroom (except when showering and brushing teeth).
 - 6. Not go to their placements, even if they have been designated “essential workers”.
 - 7. Not see others, even if socially distanced.
 - 8. Set up grocery/supply deliveries, as opposed to running errands outside the bayit. If that presents a challenge, the Corps Members should contact their Program Director to help address the issue.
 - 9. Not take public transportation.
 - 10. Eat outside socially distanced from each other or in their own bedrooms.
 - 11. Support the isolating Corps Member by bringing them food and water. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.
 - 12. When bringing them food and water, they should leave it outside the door to their room. They should then leave the area, and inform the Corps member that the food is there for them to take.
 - 13. Open windows in the bayit as much as possible, in order to increase air circulation.

14. If the bayit is split into two apartments that normally interact as one household, no Corps Member should be going from one bayit to the other. The apartment units should view themselves as separate households during this time.
- v. Upon receiving the test results:
1. If any additional Corps Member receives a positive test result, they will immediately isolate in their bedroom unless directed to go to a separate location by their Program Director.
 2. If multiple Corps Members test positive for COVID-19, they will be permitted to isolate in a bedroom together, if they choose to. Note: There is conflicting medical advice about whether two people who test positive for COVID-19 should isolate together. Due to the conflicting advice, and the mental health benefits of being able to interact with another person, Avodah will permit this.
 - a. Multiple Corps Members who test positive for COVID-19 may use the same bathroom.
 3. All Corps Members who receive a negative test result must continue quarantining for 14 days from the last day they had close contact with the housemate who tested positive for COVID-19, per CDC guidelines. Receiving a negative COVID-19 test does not impact the length of this quarantine. During this time, Corps Members who receive a negative test should:
 - a. Be mindful that they may have COVID-19 and received a false negative test result. They should be mindful to not share cutlery, and should minimize physical interaction with housemates. If Corps Members begin having any symptoms, even minor symptoms, they should immediately isolate and call their program director.
 - b. Share a bedroom with their regular roommate (i.e., do not switch roommates) and be unmasked together in their bedroom, assuming their roommate received a negative test.
 - c. Open windows as much as possible in the bayit.
 - d. Refrain from close physical contact with housemates (e.g., cuddling on the couch, etc.)
 - e. Distance from housemates as much as possible.
 4. Due to the fact that you may receive a negative COVID test but may later develop COVID symptoms during the fourteen day quarantine, there is not consensus about how high-risk it is to be in communal spaces in the bayit without a mask. Avodah, in partnership with our medical advisors, will make a determination about if Corps Members who test negative must be masked while in communal spaces based on the specific circumstances.
 5. If, during the 14 day quarantine period, another Corps Member begins exhibiting COVID-19 symptoms, they must follow the protocol for exhibiting COVID-19 symptoms. This includes resetting the house's quarantine date to 14 days from the day this Corps Member began their quarantine.

Scenario 4: Multiple Corps Members begin exhibiting COVID-19 symptoms.

1. This includes if the Corps Members in question have any one of the following symptoms that is not attributable to another source: fever, cough, difficulty breathing fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea.
2. Scenario 4 Protocol:
 - a. Each Corps Member who is exhibiting COVID-19 symptoms should:
 - b. Follow the [above protocol](#) for a Corps Member exhibiting COVID-19 symptoms.
 - c. While awaiting the test results of the symptomatic Corps Members, all other Corps Members in the bayit should:
 - i. Assume that they have all been exposed to COVID-19 unless and until they can confirm otherwise:
 - ii. Continue sleeping in their bedroom with their roommate. It is important to not switch roommates during this time.
 - iii. Not go to their placements, even if they have been designated “essential workers”;
 - iv. Not see others, even if socially distanced;
 - v. Set up grocery/supply deliveries, as opposed to running errands outside the bayit. If that presents a challenge, the Corps Members should contact their Program Director to help address the issue;
 - vi. Wear masks while in the communal area in the bayit at all times.
 - vii. Eat outside socially distanced from each other or in their own bedrooms.
 - viii. Asymptomatic Corps Members should:
 1. Support the isolating Corps Member by bringing them food and water. Use either disposable plates and cutlery, or if reusable materials are used, careful attention should be given to scrub the cutlery/dishes/drinkware with soap and hot water for at least one minute or run through the dishwasher on the “sanitize” cycle.
 2. When bringing them food and water, they should leave it outside the door to their room. They should then leave the area, and inform the Corps member that the food is there for them to take.
 3. Open windows in the bayit as much as possible, in order to increase air circulation.
 4. If the bayit is split into two apartments that normally interact as one household, no Corps Member should be going from one bayit to the other. The apartment units should view themselves as separate households during this time.
 5. If their symptomatic housemates receive a negative COVID-19 test result, we will evaluate on a case by case basis to determine when the Corps Member should end their quarantine.
 6. If their symptomatic housemates receive a positive COVID-19 test result, they must follow the [protocol for a Corps Member having a positive COVID-19 test result](#).

Scenario 5: A Corps Member had close contact with someone outside of their household, with approval from Avodah Staff, and is now returning to the bayit.

1. Please read the [protocol here](#) that outlines the information about quarantines for this scenario.

Miscellaneous Protocol Regarding Quarantine and Isolation

1. If an entire Avodah bayit is being asked to quarantine, Avodah staff will inform all placement supervisors. Corps Members should also be in touch directly with their supervisor.
2. If a Corps Member has been in close contact with somebody who tested positive for COVID-19 or is exhibiting symptoms of COVID-19, they are responsible for communicating with their placement supervisor. If they need support communicating with their placement, they should reach out to their Program Director.

Miscellaneous Protocols

Unoccupied Indoor Space

Corps Members from the same bayit are permitted indoors in otherwise unoccupied spaces, provided that the Corps Member(s) are the only people there at the time of their visit. This includes pet sitting for someone who is away, doing work from an empty office, etc. The Corps Member(s) must have the entire space to themselves (this does not apply to an empty office within a larger office where other people will be). If you would like to request an exception to this, please submit a request through [this form](#). Corps Members must take a permitted form of transportation to get to and from the space they are visiting

The following are best practices regarding using empty indoor space:

- Upon arrival, open windows for 1-2 hours. If you know with certainty that nobody has been in the space in the prior 48 hours, this is not needed.
- Follow Avodah's restroom protocol for using any public or shared restrooms.
- Upon arrival, use lysol wipes to wipe down any high touch surfaces (door knobs, fridge handles, counters, etc).
- Hand wash and/or sanitize liberally during your time there.
- Upon returning to the bayit, immediately wash your hands for 20+ seconds.

Avodah Protocol for Protest Engagement

1. Introduction

- a. As with the rest of the policies contained in this document, the following protocols are mandatory for all Avodah Corps Members who are living in an Avodah bayit.
- b. We know this is a fraught and powerful time in many ways. We believe it is essential to support the current movement of protest against police brutality and organizing for racial justice. And we also have an obligation to assess whether it's possible to do that without significantly increased COVID-19 risk to you and your housemates.
- c. With the policy below, we are doing our best to make sure there are various options for you to participate in these actions in ways that do so. We believe that it is imperative to show up for racial justice. We also know that there are multiple ways to show up, even and especially in this moment. We encourage you to consult and consider the M4BL Week of Action suggestions and designations of low, medium and high-risk actions -- there are many green actions and some yellow actions that would work well for your household (for yellow actions, please discuss with us so that we can help you determine how to do those actions safely). We as a staff are available to consult and discuss risk for any given situation -- please reach out to us as needed.

2. If you choose to participate in-person in a protest, you agree to:

- a. Inform your Program Director, in advance;
- b. Inform your housemates, in advance;
- c. Wear medical ear-loop masks (or an n95 mask if you have been trained and fitted), as opposed to simple cloth masks/bandanas, which are not nearly as effective;
- d. keep hand sanitizer with you and use liberally following any contact with bodily fluids or high-touch physical objects, such as railings, door knobs, etc.;

- e. Not intentionally try to get arrested (since the virus is known to spread especially easily in small, cramped places like police vans and jails), such as by placing yourself in a situation in which you are likely to be arrested, like blocking traffic, refusing police orders to disperse, or remaining out after city-wide curfews;
 - f. Remain on the periphery of the protest/march where crowds are less dense and where you can maintain a minimum six foot distance from anyone outside of your bayit household, and at least a 10-foot distance from anyone who is yelling/singing/chanting; and
 - g. Follow the protocol as written for returning to the bayit after providing an essential service.
3. High-risk protest situations:
- a. COVID-19-related risks that arise as a result of participating in protests include:
 - i. Coming into close contact with someone who is coughing or sneezing;
 - ii. Unintentionally remaining in close proximity (i.e., closer than six feet) for a significant length of time (i.e., more than 15 minutes) to individuals who are not part of your bayit household; or
 - iii. Being arrested (and placed in a cramped police vehicle or holding pen with others).
 - b. If any of the above situations arise, you agree to, immediately following the protest, inform your program director of the high-risk exposure and then begin a 14-day quarantine (or a 5-day quarantine followed by a test and continued quarantine until the test results come back as negative).
 - c. You may choose to quarantine in the Avodah bayit or in another location. You will need to let your Program Director know about your potential exposure and, if you are choosing to quarantine outside of the bayit, your Program Director must review and approve the logistics of your quarantine and your return to the bayit. If you choose to quarantine in the Avodah bayit, you will discuss this possibility in advance with your housemates to ensure they are willing to and capable of supporting you during your quarantine period, and to coordinate the use of kitchen, bathroom and other shared spaces.
4. Intentional Arrest (e.g., Civil Disobedience):
- a. If, notwithstanding the above policy, you intentionally submit yourself for arrest as part of a civil disobedience action or other intentional activity, you must quarantine outside of the bayit for 14 days (or a 5 day quarantine followed by a test, then continue to quarantine until the test results come back as negative).
5. As always, if you become symptomatic, you will immediately inform your Program Director.

Corps Members Volunteering for In-Person Election Support

1. Introduction

- a. As with the rest of the policies contained in this document, the following protocols are mandatory for all Avodah Corps Members who are living in an Avodah bayit.
- b. We know this is a fraught and powerful time in many ways. We believe voting, and volunteering associated with voting, are essential tasks. And, at the same time, we have an obligation to assess whether it's possible for Corps Members to participate in these efforts without significantly increased COVID-19 risk to you and your housemates.

2. House Discussion & Planning

- a. We are leaving this to a house decision (with the support of your Program Director), and as a part of that discussion, we ask that you and your housemates plan for two potential scenarios. Due to the fact that location assignments for poll workers are not released until very close to the election, any Corps Member who would like to volunteer as a poll worker must be prepared for both scenarios.
- b. Scenario 1: If your bayit is comfortable with it, a Corps Member may be a poll worker without needing to quarantine afterwards, so long as all four of the following conditions are met:
 - i. Your city is in stage 3 of Avodah's protocol (i.e., There is no city/state/federal imposed shelter in place, and the [risk](#) is less than or equal to 22%);
 - ii. The neighborhood you are assigned to work in is also in stage 3;
 - iii. Throughout the day of your work at the polls, everyone around you is wearing a mask (properly over both nose and mouth) and you do not spend more than three minutes indoors and within 6 feet of anyone unmasked or improperly masked; and
 - iv. Nobody coughs or sneezes on you.
- c. Scenario 2: If your bayit is comfortable supporting a Corps Member who is quarantining, a Corps Member may be a poll worker **but must** quarantine afterwards.
 - i. Any one of the following conditions will prompt scenario 2:
 - 1. If your city is in stage 2 of Avodah's protocol (i.e., There is no city/state/federal imposed shelter in place, and the [risk](#) is above 22%);
 - 2. The neighborhood you are assigned to work in is in stage 2 of Avodah's protocol;
 - 3. Throughout the day, people around you are not masking consistently or not masking correctly, or you spend more than 3 minutes indoors and within 6 feet of anyone unmasked; or
 - 4. Somebody coughs or sneezes on you.
 - ii. Quarantine Information
 - 1. Whether or not this will be a 14 day quarantine, or a 5 day and test quarantine will be determined by the Program Director in consultation with Avodah's COVID-19 team based on the circumstances.
- d. In either scenario, the Corps Members will be expected to:
 - i. Wear a surgical earloop mask for the duration of their volunteering/poll work.
 - ii. Bring hand sanitizer, and sanitize liberally throughout the day.
 - iii. Do your best to distance yourself from people around you.
 - iv. If someone close to you is either not wearing a mask or wearing a mask that only covers their mouth and not their nose, politely ask them to put on their mask.
 - v. Follow the relevant public transportation protocol depending on which Avodah stage your city is in.
 - vi. If possible, eat lunch and snacks outdoors at least six feet from other poll workers, volunteers and voters. If it is not possible to eat outdoors, you must be at least six feet away from others and eat quickly in order to minimize the duration of time you spend indoors without a mask on.
 - vii. Only take brief mask breaks to drink water when you are at least 6 feet away from other people.

3. **Communication Process:** If you choose to volunteer as a poll worker, you agree to the following communication process:
- a. Let your Program Director know you would like to be a poll worker.
 - b. Your Program Director will work with you to find a time for a bayit conversation about this. Because this is a conversation about taking on increased communal risk, the Program Director will help facilitate this conversation to ensure that all Corps Members voices are heard through this process.
 - c. You, your Program Director, and your household will have this conversation.
 - d. If, during the bayit conversation, your housemates decide that they are comfortable with you volunteering as a poll worker, you may apply to do so.
 - e. Immediately upon receiving your poll placement, let your Program Director know the location to which you've been assigned.
 - i. When you reach out to your program director, please provide them with the following information:
 1. What neighborhood your placement is in.
 2. What your transportation plan is.
 - f. After determining with your Program Director if you will need to quarantine after volunteering or not, you should update your housemates about the plan.

Addendum

Interactive COVID-19 Resources

The following are helpful interactive resources. Avodah staff use many of these resources when assessing protocol.

- [COVID-19 Event Risk Assessment Planning Tool](#)
 - This is the tool that we use to determine which stage of our protocol a city is in
- [NYTimes COVID Map and Case Count](#)
- [NPR Hospital Capacity Tracker](#)
 - Updated as new data becomes available
- [Johns Hopkins University & Medicine Coronavirus Resource Center Tracking](#)
- [B.1.1.7 Lineage Cases in the United States](#)
 - This tool tracks where cases of the newer, more contagious variant of COVID-19 has been identified in the United States

DC Specific:

- [DC COVID-19 Data](#)

Chicago Specific:

- [Chicago COVID-19 Dashboard](#)
- [Illinois COVID-19 Statistics](#)

New York City Specific:

- [NYC COVID Data](#)
- [NY State COVID Website](#)

New Orleans Specific:

- [New Orleans COVID-19 Dashboard](#)

Shabbat/Jewish Holidays/Synagogue Attendance

1. For Jewish holidays that you are celebrating in the bayit, Avodah staff will provide resources and support to Corps Members to help you plan a meaningful holiday together.
2. Additionally, we ask that Corps Members not attend services indoors at synagogues at this time. The medical advice that we have received is clear that large gatherings indoors present a high risk for COVID-19 exposure.
3. Singing (whether indoors or outdoors) is known to increase aerosolized particles and increase the likelihood of covid transmission. Though we wish it weren't the case, given that singing is a high-risk activity, Corps Members are not permitted to sing, indoors with anyone outside of their household. Singing outdoors is permitted only in very specific circumstances outlined later in this document.
4. Corps Members may attend religious services outside of the bayit so long as (1) the services are held outdoors and (2) include social distancing.
5. While at services, Corps Members should do the following:
 - a. Wear medical ear-loop masks (or an n95 mask that is properly fitted), as opposed to simple cloth masks/bandanas, which are not nearly as effective;
 - b. If there is singing at the service, remain on the periphery of the service where crowds are less dense and where you can maintain a minimum six foot distance from anyone outside of your bayit household, and at least a 10-foot distance from anyone who is yelling/singing/chanting.

Shabbat and Holiday services in cities with multiple Baytim (DC & NYC):

1. If all Corps Members in both baytim are comfortable with it, Corps Members are permitted to hold services with Corps Members from both baytim following this protocol:
 - a. Services must be held outdoors.
 - b. Corps Members must take an approved form of transportation to get to the location they plan to hold services in. This will vary depending on what stage your city is in.
 - c. All CMs must wear surgical style masks or (or an n95 mask that is properly fitted).
 - d. Corps Members in separate baytim must remain 10 feet from each other.
 - e. All Corps Members should sing in a single direction that is not towards one another (no singing in a circle / semi-circle).
 - f. Corps Members should not sing loudly, but rather should maintain a soft or normal speaking volume.
 - g. If there is a service leader, they are permitted to sing slightly louder than the rest of the bayit, but should be 15 feet away from the other household and not facing the other household.
 - h. If you are using instruments in your service, wind instruments are not permitted. Guitars and other non-wind instruments can be a lovely addition to your service.
 - i. During the Torah service, the following precautions should be taken:
 - i. If services involve using ritual objects or an object that Corps Members from both baytim will touch, the following precautions should be taken:
 1. Hands should be sanitized prior to, and immediately after, touching any objects that Corps Members from both bayits will touch.
 2. Rather than passing an object (like a Torah) between Corps Members from different households (which would mean being closer than 10 ft away from each other), the object should be put down on a table an appropriate distance from

each bayit. The Corps Member returning the object should step 6 feet away from the table, and then the Corps Member retrieving the object should go get it.

3. Do not kiss any shared objects, or personal objects that touch shared objects.
4. If Corps Members from both bayits are reading from the Torah, Corps Members should wait to approach the Torah until the prior Torah reader is at least 6 ft away from the Torah.
5. Corps Members who have aliyot should say the blessing from 10 feet away from the Torah reader.
6. Hagbah and Gelilah should be two Corps Members from the same bayit.
7. If possible, Gabais should be from the same bayit as the Torah reader. If this is not possible, the Gabai must maintain 10 ft of distance from the Torah reader.

Washington DC Protocol for use of Specific Public Transit

Update as of November 18th:

DC Corps Members are no longer permitted to use the bus, unless doing so to travel to work. We will re-evaluate after a week of steadily declining cases in DC.

Updated October 1, 2020

Given the location of the Washington, DC Bayit and the current risk levels for Covid Transmission in the District, Avodah has approved the following exception to allow Corps Members to use certain modes of public transportation. Avodah uses [this risk calculator](#) to determine acceptable levels of risk. If the risk rises above 25% (either because ridership increases** or covid transmission increases or some other reason) Corps Member will no longer be allowed to utilize Public transit.

- If biking, rideshare, or personal modes of transportation are not available non-essential Corps Members can use the metrobus system at off peak times*
- Corps Members will follow all covid protocol guidelines for using buses and public transportation including but not limited to:
 - Mask wearing
 - Maintaining distance from other passengers
 - Sanitizing common use items/spaces (bars, pull cords, seats etc.) when possible and sanitizing and washing hands immediately after.
 - Opening the nearest window whenever possible
- Corps Members will not enter buses or will exit a bus, when safe to do so, if the Corps Member is not able to maintain a minimum 4 feet distance from other passengers, or if there are unmasked, or improperly masked (mask only over mouth and not nose), passengers within six feet and there are no open windows on the bus.

*Peak hours are defined by metrorail as opening-9:30AM and 3-7PM on weekdays.

** Risk is calculated using an event size of 25, which is more in-line with current bus ridership. Should ridership increase, the risk would be re-evaluated with a greater event size.

