



# Avodah Coronavirus Pandemic Service Corps Protocols

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# Introduction

## **Introduction**

In consultation with our medical advisors, as the Covid-19 Vaccine is now widely available to all Americans ages 12 and up, and all members of the Avodah Cohort have been fully vaccinated, Avodah has significantly revised our risk mitigation protocols to transition from a proactive restrictive protocol to a best-practices guidance format. There remains a set of mandatory protocols that Corps Members are required to follow, including protocol for the start of the year, protocol for international travel, and protocol in the event that a Corps Member is exposed to someone who tested positive for COVID-19 or test positive themselves.

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, including 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 relation 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 allow 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:

### **Service Corps Program Directors:**

Chicago Program Director Rose Silverman: [rsilverman@avodah.net](mailto:rsilverman@avodah.net), 617-455-1486

New Orleans Program Director Shoshana Madick: [smadick@avodah.net](mailto:smadick@avodah.net), 504-861-1067

New York City Program Director Jennifer Turner [jturner@avodah.net](mailto:jturner@avodah.net), 475-298-7557

Washington, DC Program Director Naomi Gamoran: [ngamoran@avodah.net](mailto:ngamoran@avodah.net), 202-450-6947

San Diego, CA Program Director Anna Worrell, [aworrell@avodah.net](mailto:aworrell@avodah.net), 619-293-5016

### **National COVID-19 Staff Team**

National Program Director Dani Levine: [dlevine@avodah.net](mailto:dlevine@avodah.net), 504-861-1068

Chief Operating Officer: Steve Bocknek: [sbocknek@avodah.net](mailto:sbocknek@avodah.net), 718-415-9389

Manager of Program Operations: Liat Deener-Chodirker, [lideener-chodirker@avodah.net](mailto:lideener-chodirker@avodah.net) 781-856-0908

**Additional National Avodah Staff**

Chief Executive Officer, Cheryl Cook, [ccook@avodah.net](mailto:ccook@avodah.net)

National Program Operations Assoc.: Holden Dempsey, [hdempsey@avodah.net](mailto:hdempsey@avodah.net), 918.230.3228

Mental Health Advisor: Leah Krandel, [lkrandel@avodah.net](mailto:lkrandel@avodah.net)

Deputy National Program Director: Abby Cortrin, [acortrin@avodah.net](mailto:acortrin@avodah.net) 914-844-9988

**Content Disclaimer**

These Avodah Coronavirus Pandemic Protocols (the “Protocols”) have been developed and updated by our staff, in consultation with medical advisors, in order to offer our staff, participants and partner organizations guidance and/or instructions 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 staff, 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.

**ערבות** ◦ **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.

### ***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. In addition to ensuring any personal travel plans are in line with Avodah protocol, it is the Corps Members' responsibility to ensure any personal out-of-state travel plans comply with all local/state/federal testing, quarantine, and/or other COVID-19 mitigation regulations.
3. In addition, due to the increased risk inherent in intentional congregant living when compared to a single individual in a household, Avodah protocols may sometimes hold to a higher standard for risk mitigation than Federal, State, Local, and CDC guidelines.

### ***Placement Protocols***

We expect all Avodah Service Corps placement partner organizations to abide by current Federal, State, Local and CDC guidelines and best practices.

### **Definitions**

1. **Fully Vaccinated:** We utilize the definition that people are considered fully vaccinated:
  - 2+ weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
  - 2+ weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine,
  - AND 2 weeks after you have had any booster vaccines that the CDC recommends for your demographic that you are eligible for.

If you don't meet these requirements, regardless of your age, you are NOT fully vaccinated.

2. **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.
3. **Shelter in Place:** Shelter in place means to take immediate shelter where you are.
4. **Quarantine:** Quarantine (also referred to as "self-quarantine") is used to keep someone who might have been exposed to COVID-19 away from others. Quarantining helps prevent the 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.
5. **Partial Quarantine:** Partial quarantine is a term we use in Avodah to refer to a less restrictive quarantine where the Corps Member is permitted to socialize while masked in the bayit with housemates. During a partial quarantine, the Corps Member must sleep in their own room, and either

eat alone in their bedroom or outdoors distanced from housemates. Corps Members must be masked at all times while in the bayit during their partial quarantine.

6. **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).

7. **Close Contact:**

- a. In the context of COVID-19, the CDC defines close contact as any of the following types of interactions with someone who has COVID, beginning 2 days before symptoms onset (or date of positive test if asymptomatic):
  - i. You were within 6 feet of a person for at least 15 minutes (cumulative over a 24 hour period);
  - ii. You provided care at home to someone who is sick with COVID-19;
  - iii. You had direct physical contact with the person (e.g., hugging or kissing);
  - iv. You shared eating or drinking utensils; or
  - v. A person sneezed, coughed or somehow got respiratory droplets on you.

# Avodah COVID-19 Mandatory Protocol

## **Start of Year / Orientation COVID-19 Protocol**

### **Leading Up to Moving into the Bayit:**

- All incoming Corps Members must be fully vaccinated (two weeks after receiving the second dose of a COVID-19 vaccine) at the time that they move into the bayit.
- In the two weeks leading up to moving into the bayit, we ask that all Corps Members follow the following protocol:
  - Wear masks indoors in public (stores, event venues, etc.), even when it is optional for fully vaccinated people to wear masks.
  - Do not have close contact with anyone unvaccinated outside of your immediate household.
  - Do not go to indoor clubs, bars or indoor dining.
  - Do not go to crowded outdoor events with more than 50 people (music festivals, bars, etc.)
- Self-monitor for symptoms daily
- Wear a tight-fitting protective mask in your transportation to the bayit (flights, trains, gas stations, rideshares, etc).
- Take a PCR COVID-19 test 3 days prior to moving into the bayit.

If any of the above are not possible, please reach out to your Program Director, and we will work with you to make a plan to mitigate exposure risk as much as possible, based on your circumstances.

### **In the event of any of the following occurring in the two weeks leading up to your move-in, please do not proceed with your move-in plans:**

- If you exhibit any symptoms that may be COVID-19 symptoms
- If you are a close contact of someone who tests positive for COVID-19
- If you test positive for COVID-19

In the event of any of the following occurring, please reach out to your program director immediately. We will assess your specific circumstances and make a plan. We may ask you to delay moving into the bayit. If you do not have a safe place to stay, we will help you make a plan.

### **Move-In:**

- Corps Members may only have fully vaccinated friends and family members help move them into the bayit. All Corps Members and guests who are helping Corps Members move in must be masked at all times while in the bayit.

## **COVID-19 Protocol for Orientation**

During orientation, Corps Members will be required to follow this protocol until their household discusses their risk tolerance with COVID-19. After the house has come to decisions collectively, Corps Members no longer need to follow this protocol. Please note that there are still some required protocols (as outlined in the Year-Round section of this document) that Corps Members are expected to follow throughout the duration of the program.

### **Testing and Masking for the first week:**

- Upon moving in, Corps Members will be required to get a PCR test on day 5 of orientation.
- If you are not comfortable being unmasked around your housemates until they receive a negative PCR test result, please let your Program Director know and we will do our best to prioritize you receiving a single.

### *General Protocol During Orientation:*

- Do not go to indoor public space (anywhere other than bayit and placement) aside from errands, including but not limited to: clubs, museums, bars or indoor dining.
  - Masked brief indoor errands are permitted.
- Wear a tight-fitting mask whenever indoors in public (stores, event venues, etc.), even when it is optional for fully vaccinated people to wear masks.
- Do not have close contact with anyone unvaccinated
- Do not go to extremely crowded outdoor events (music festivals, bars, etc.)
- Only fully vaccinated friends and family may enter the bayit. Both the Corps Member and the guests must be masked while they are indoors. Corps Members are permitted to socialize with friends and family outdoors unmasked.
- Corps Members are permitted to socialize with vaccinated friends and family in their houses and apartments but both the Corps Member and the guests must be masked while they are indoors. Corps Members are permitted to socialize with friends and family outdoors unmasked.
- Self-monitor for symptoms daily

### *Program Directors and other Avodah staff:*

- Program Directors must get a PCR covid test three days before Corps Members move in.
- Program Directors must be masked when indoors with Corps Members through orientation.
- Program Directors may request CMs be masked whenever indoors with the Program Director.
- Program Directors should eat outdoors or in a separate space with a closed door, away from Corps Members.

### *Placements:*

- Corps Members must wear a mask while at work during the month of September. After September, it is up to each bayit to decide what their comfort level is with being unmasked at work (while following [CDC](#), city and state guidelines).
  - There is no need to mask if the Corps Member is in a private office with a door.
  - Lunch should be eaten outside (weather permitting) or in a private room with a closed door.

### *Travel:*

- Corps Members must be masked while on public transportation.
- Corps Members should not fly or take long train rides during orientation.

**Shabbat & Holidays:**

- Right now, we’re hoping that all needs for Shabbat and holiday can be met with outdoor or virtual services. If this is not a possibility, please talk to your program director and we will evaluate on a case-by-case basis.
- Given your arrival time and the slim but potential changes that there was exposure in travel, Corps Members may not do indoor services prior to receiving a negative PCR test.
- After everyone has received the negative PCR test, if everyone in the house is comfortable with indoor services, Corps Members may attend services where everyone is masked and distanced indoors.

**Year-Round Protocol**

The following protocol must be followed by all Corps Members while living in the Avodah bayit for the duration of the program, or until circumstances allow/necessitate a change to protocol.

**Travel Protocol**

- Corps Members who plan to travel internationally must fill out the [close contact request to return](#) form and may need to quarantine if they are traveling internationally (depending on the specific location they are traveling to). The form is not required for domestic travel.
- Individual batim should discuss their comfort level with travel and decide as a house if they would like to require quarantining/testing before returning to the bayit from domestic travel.

**Quarantine, Isolation, and COVID-19 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. Detailed quarantine and isolation protocols can be found [here](#).

Scenario	Symptoms	Type of Quarantine
Exposure to someone who tests positive for COVID-19, is presumed positive for COVID-19, or appears visibly ill with COVID-19 symptoms		
A Corps Member has an indoor unmasked exposure to someone who tested positive for COVID-19	CM is asymptomatic	7-day partial quarantine with a PCR test 5 days after the last exposure to the person who tested positive.
A Corps Member has an indoor unmasked exposure to someone who tested positive for COVID-19	CM is symptomatic	7-day strict quarantine with a PCR test 5 days after the last exposure to the person who tested positive.

A Corps Member has an indoor masked or outdoor unmasked exposure to someone who tested positive for COVID-19	CM is asymptomatic	No quarantine required.
A Corps Member has an indoor masked or outdoor unmasked exposure to someone who tested positive for COVID-19	CM is symptomatic	7-day strict quarantine with a PCR test 5 days since the last exposure to the person who tested positive.
Exhibiting Symptoms - without known exposure to someone who tested positive for COVID-19		
A Corps Member loses sense of taste or smell, or has (otherwise unexplained) shortness of breath.	CM is symptomatic	Quarantine required. See detailed quarantine protocol.
A Corps Members is experiencing significant symptoms consistent with and/or unique to COVID-19.	CM is symptomatic	Quarantine required. See detailed quarantine protocol.
Multiple CMs in the household begin experiencing significant symptoms consistent with and/or unique to COVID-19.	CM is symptomatic	Quarantine required. See detailed quarantine protocol.
A Corps Member tests positive for COVID-19		
A CM receives a positive rapid antigen test result for COVID-19	Regardless of whether the CM is symptomatic or asymptomatic	Isolation required. See detailed quarantine protocol.
A CM receives a positive PCR test result for COVID-19	Regardless of whether the CM is symptomatic or asymptomatic	Isolation required. See detailed quarantine protocol.

# Best Practices and Guidance for Determining COVID-19 Risk

The following chart outlines best practices and is meant to act as a resource for baytim as they make house decisions about their COVID-19 practices.

	Indoors	Outdoors
Being with people who are fully vaccinated	<p>Recommended to mask indoors whenever possible.</p> <p>Recommended to continue socializing outdoors whenever possible.</p> <p>Recommended to limit the number of households with whom you are unmasked and indoors with per month, and test.</p> <p>Recommended to not attend large indoor gatherings masked or unmasked, even if everyone is fully vaccinated.</p> <p>Recommended to not attend large gatherings, including indoor dining and bars/nightclubs, regardless of if proof of vaccination is required to enter.</p>	No precautions recommended
Being with one household of people who are not fully vaccinated, but whose COVID practices are known to be low risk	Recommended to mask <b><u>and</u></b> maintain 6+ feet of distance	Recommended to mask <b><u>or</u></b> maintain 6+ feet of distance
Being with people from multiple households who are unvaccinated, but whose COVID practices are known to be low risk	Recommended to mask <b><u>and</u></b> maintain 6+ feet of distance	Recommended to mask <b><u>or</u></b> maintain 6+ feet of distance

Being with people whose vaccination status and/or Covid practices are unknown	Recommended to mask <b>and</b> maintain 6+ feet of distance	Recommended to mask <b>or</b> maintain 6+ feet of distance
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**The following activities are considered the highest risk:**

Indoors:

- Activities that involve being unmasked around strangers / people who are unvaccinated / people whose vaccination status is unknown. These activities are highest risk in the following settings:
  - In places with poor ventilation;
  - In places where maintaining distance is challenging;
  - If drinking alcohol is involved, since it may impair one's ability to practice COVID best practices;
  - If singing, shouting, or engaging in other similar activities in which increased aerosolized particles are involved;
  - In areas where there is a low vaccination rate; and/or
  - In areas where there is a high transmission rate.
- Activities that involve being around strangers / people who are unvaccinated / people whose vaccination status is unknown in poorly ventilated, small, and/or crowded areas where maintaining distance is challenging, regardless of whether or not one is masked.

Outdoors:

- Activities that involve being in crowds with strangers / people who are unvaccinated / people whose vaccination status is unknown where maintaining distance is challenging, regardless of whether or not one is masked.

**Additional best practices and guidance can be found [here](#).**