



Avodah Coronavirus Pandemic Service Corps Protocols

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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.

Introduction

As we enter into the third year of the Covid-19 pandemic, Avodah has continued to revise our risk mitigation protocols from a significantly restrictive protocol to a best-practices guide with minimum standards for risk mitigation following CDC guidelines. This change was made in consultation with our medical advisors, and with the requirement for all participants of in-person Avodah programming to be fully vaccinated and up to date vaccinated against Covid-19. As Covid-19 becomes endemic, we anticipate ongoing learning around continued best practices for risk mitigation that take into account mental health needs, ableism, and consent. Given the dynamic nature of the pandemic, our protocols may change 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.

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. While these protocols are designed to mitigate exposure risk to COVID-19, it is important to acknowledge that there is inherent increased risk of exposure to and spread of any communicable disease in a 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. While Avodah staff will work with individual Corps Members to advocate for their needs in an Avodah bayit, all Corps Members should be prepared for the possibility of sharing a bedroom for some or all of their Avodah program year.

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:

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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.

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 after you have had any booster vaccines that the CDC recommends for your demographic that you are eligible for.**
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. **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.
4. **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.
5. **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).
6. **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 Protocol

Vaccinations Against COVID-19

All Corps Members living in Avodah housing, and/or participating in Avodah in person programming, must be [up-to-date with COVID-19 vaccinations](#)*. When additional boosters are recommended by CDC, all Corps Members must receive the additional booster within one month of becoming eligible (assuming boosted doses are widely available).

*Avodah is committed to the full inclusion of all qualified individuals in the Service Corps. While Corps Members are required to be up to date with their COVID-19 vaccinations, program participants who are unable to be vaccinated because of a disability, relevant medical condition, or sincerely-held religious beliefs may request, and Avodah will provide, reasonable accommodations.

Compliance with Federal, State, Local, and CDC Guidelines

- In order to live in an Avodah bayit, all Corps Members must follow all Federal, State, Local, and CDC guidelines.
- We expect all Avodah Service Corps placement partner organizations to abide by current Federal, State, Local and CDC guidelines.

Quarantine and Isolation Protocols

As of January 2022, Avodah is now following CDC's recommendations for quarantine and isolation. Each Avodah bayit may choose to follow more strict protocols at their discretion. If a Bayit decides to follow more strict protocols, Avodah staff will support Corps Members working remotely for a longer period of time.

CDC's quarantine and isolation guidance [can be found here](#).

Quarantines and Isolations will occur as bedroom quarantines. Corps Members may need to rearrange bedrooms temporarily to allow housemates who are quarantining or isolating to have a single bedroom for the duration of their quarantine and required masking period.

Resources & Communal Decision Making

Day-to-Day Bayit Protocol

Corps Members must follow all Federal, State, Local and CDC guidelines. Each bayit must discuss their day-to-day practices and determine together what areas they'd like to have more strict protocol than CDC guidelines. We recommend revisiting this conversation every few months, and when cases surge. The more conservative Corps Members are in day-to-day activities, the fewer quarantines and isolations will likely be needed. Guidance and resources for making decisions as a house [can be found here](#).

CDC resources

- [Quarantine and Isolation](#)
 - *This guidance is updated frequently, so Corps Members should check it each time there is a need to quarantine or isolate.*
- [Definitions of being up-to-date with COVID-19 Vaccinations](#)
- [Your Guide to Masks](#)
 - *Please note: Tight fitting surgical earloop masks, KN95s, and N95s are recommended. Cloth masks are significantly less effective against the Omicron variant.*
- [COVID-19 Data Tracking](#)
 - *Use this tool to determine the level of community transmission in your area*
- [Daily Activities - Things to think about when planning activities](#)
 - *Note: As of 1/24/22, this page has not been updated since October 21st and therefore does not take Omicron into consideration*
- [Charting a Coronavirus Infection \(NYTimes\)](#)

Avodah resources

- [Communal Decision Making Guide](#)
- [Logistical Guide to Positive Case in Bayit](#)
- [Additional Information about Testing Positive - Filling in CDC's Gaps](#)