



COVID Q&A



EMPLOYEE-RELATED QUESTIONS:	Linked Resources:
<p>WHAT ARE THE SYMPTOMS OF COVID-19?</p> <p>People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness.</p> <p><i>Symptoms may appear 2-14 days after exposure to the virus.</i></p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html</p>
<p>I HAD CLOSE CONTACT WITH SOMEONE WITH COVID-19, WHAT SHOULD I DO?</p> <p>It is important to remember that anyone who has close contact with someone with COVID-19 should stay home for 14 days after that exposure based on the time it takes to develop symptoms or illness. You should quarantine yourself and stay home until 14 days after your last exposure have passed.</p> <p>As an employee, you will need to update your (1) Fitness for Service Attestation and complete the (2) COVID Informational Survey to notify Human Resources. Being exposed to someone with COVID-19 does not involve the employee’s health information, and therefore, consent is not required to share this info with clients and other employees.</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html</p> <p>Employee Fitness for Service Attestation for STAR of CA & NEABA https://starofca.formstack.com/forms/covid19_fitness_f_or_service_attestation_employee</p> <p>COVID Information Survey for STAR of CA & NEABA: https://starofca.formstack.com/forms/covid19_informati_onal_survey</p>



<p>I HAD CLOSE CONTACT WITH SOMEONE WHO WAS IN CLOSE CONTACT WITH ANOTHER PERSON WITH COVID-19. DO I NEED TO QUARANTINE?</p> <p>Our employees and clients are still fit for service as long as they did not come into close contact with someone with COVID-19 in the past 2 weeks. If you can still answer “NO” to the fitness for service questions about having active symptoms and coming into close contact with someone with COVID-19, you are still ok to deliver in person services.</p>	<p>You can reference the Employee Fitness for Service Attestation questions for STAR of CA & NEABA here:</p> <p>https://starofca.formstack.com/forms/covid19_fitness_f_or_service_attestation_employee</p>
<p>DO I NEED TO WEAR A FACE MASK?</p> <p>Face masks will help protect you and your client. We will provide face masks if you need them.</p> <p>If you have concerns with wearing a face mask, STAR of CA staff can speak with their Clinical Manager or consult with Risk Management.</p> <p>NE ABA staff can speak with the Human Resource Department.</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html</p>
<p>WHAT DO I NEED TO DO IF I PLAN TO TRAVEL?</p> <p>Be aware that travel increases your chances of getting and spreading COVID-19. Please check your state or local guidance prior to traveling for updated information on risks, restrictions, or requirements.</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html</p> <p>CA.GOV Guidance: https://covid19.ca.gov/search/?q=travel</p> <p>MASS.GOV Guidance: https://search.mass.gov/?q=travel</p>
<p>WHEN DO I SELF-QUARANTINE OR SELF-ISOLATE?</p> <p><i>Quarantine</i> is used to keep someone who might have been exposed to COVID-19 away from others. You</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine-isolation.html</p>



<p>would be expected to quarantine when exposed to someone who is positive for COVID-19.</p> <p>Isolation is used to separate people infected with the virus (those who are <i>sick</i> with COVID-19 and those with no symptoms) from people who are not infected.</p>	
<p>WHAT SHOULD I DO IF I AM SICK?</p> <p>If you have a fever, cough or other symptoms related to COVID-19, you are not considered fit for service until 10 days have passed since your symptoms first appeared. You must meet all of the following criteria before being considered fit for service again:</p> <ul style="list-style-type: none"> ● 10 days have passed since symptoms first appeared and ● You are fever-free for at least 24 hours without the use of fever-reducing medications and ● Other COVID-19 symptoms have improved (for example, cough, shortness of breath) <p>Most people have mild illness and can recover at home.</p> <p>If you think you may have been exposed to COVID-19, please contact your healthcare provider.</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html</p>
<p>WHAT IF I GET SICK AND TEST POSITIVE FOR COVID 19?</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/index.html</p>



You would need to quarantine, and per the CDC, should isolate for 10 days. You must meet all the following criteria before being considered fit for service again:

- 10 days have passed since symptoms first appeared **and**
- You are fever-free for at least 24 hours without the use of fever-reducing medications **and**
- Other COVID-19 symptoms have improved (for example, cough, shortness of breath)

Follow Up Procedures for Risk Mitigation:

Upon getting sick, you would need to update your fitness for service attestation and complete the COVID info survey link.

All other staff and clients that you came into close contact with since becoming ill would need to be notified to mitigate further risks, and those individuals would no longer be fit for service for 14 days since their close contact with you.

Only if the infected employee gives consent (via the COVID info survey link) to STAR of CA or NE ABA to disclose their COVID-19 positive status can that information be directly shared with fellow employees and clients who are being made aware of your change in fitness for service; otherwise this information should be kept confidential and only shared by those who need to know in order to perform their work-related duties (e.g., Human Resource department, Service Coordination department).

Employee Fitness for Service Attestation for STAR of CA & NEABA:

https://starofca.formstack.com/forms/covid19_fitness_f_or_service_attestation_employee

COVID Information Survey for STAR of CA & NEABA:

https://starofca.formstack.com/forms/covid19_informati_onal_survey



<p>Exposed employees and clients should at minimum be notified that they have or may have come into contact with someone with COVID-19 (without naming the person) and out of an abundance of caution, we would need to pause in-person services for 14 days with exposed clients, and direct exposed employees to quarantine for 14 days.</p>	
<p>WHEN CAN I BE AROUND OTHERS AFTER I HAD OR LIKELY HAD COVID-19?</p> <p>See related CDC link for the latest information:</p> <p>You are not considered fit for service again until the following criteria have met:</p> <ul style="list-style-type: none"> ● 10 days have passed since symptoms first appeared and ● You are fever-free for at least 24 hours without the use of fever-reducing medications and ● Other COVID-19 symptoms have improved (for example, cough, shortness of breath) 	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.html</p>
<p>I TESTED POSITIVE FOR COVID-19 BUT HAD NO SYMPTOMS, NOW WHAT DO I DO?</p> <p>If you continue to have no symptoms, you can be with others after 10 days have passed since your positive test.</p> <p>You would need to update your fitness for service attestation and complete the COVID info survey. The same follow up procedures for risk mitigation would need to be followed to alert other exposed clients or employees.</p>	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.html</p> <p>Employee Fitness for Service Attestation for STAR of CA & NEABA: https://starofca.formstack.com/forms/covid19_fitness_f or service attestation employee</p> <p>COVID Information Survey for STAR of CA & NEABA: https://starofca.formstack.com/forms/covid19_i nformational survey</p>



WHAT STEPS DO I NEED TO TAKE IN ORDER TO RETURN TO WORK AFTER A QUARANTINE?

Once your designated quarantine is complete and you are fit for service again, please complete the (1) fitness for service attestation and (2) return to work attestation prior to delivering in-person services.

Staff do not need to test negative prior to returning.

Employee Fitness for Service Attestation for STAR of CA & NEABA:

https://starofca.formstack.com/forms/covid19_fitness_f_or_service_attestation_employee

Employee Return to Work Attestation for STAR of CA & NEABA:

https://starofca.formstack.com/forms/return_to_work_fitness_attestation_employee

HOW DO I KNOW WHEN I NEED TO QUARANTINE FOR 14 DAYS VS 10 DAYS?

The difference is based on whether someone was just exposed versus someone who is actually ill or tested positive.

Individuals who have been exposed to someone with COVID-19 should quarantine for 14 days because that’s how long it could take for symptoms to first appear.

Individuals who have tested positive for COVID-19, or have symptoms that indicate they might have COVID-19, should wait until the following criteria have been met before they are fit for service again:

- A 10 day quarantine has passed since symptoms first appeared **and**
- The individual is fever-free for at least 24 hours without the use of fever-reducing medications **and**
- Other COVID-19 symptoms have improved (for example, cough, shortness of breath).



WHAT IF I AM CONTACTED BY PUBLIC HEALTH FOR CONTACT TRACING? UNDER HIPAA, IS IT OK TO DISCLOSE CLIENT NAMES AND CONTACT INFORMATION?

Employees should notify public health that they work in a HIPAA-regulated environment. Public health should provide the employee options at that point.

CLIENT-RELATED QUESTIONS:

Linked Resources:

IF SOMEONE IN MY CLIENT’S HOUSEHOLD HAS SYMPTOMS OF COVID-19 OR HAS COVID-19 AND I WAS IN CONTACT WITH THEM IN THE PAST 2 WEEKS, WHAT SHOULD I DO?

If your client does not meet the fitness for service criteria, they cannot receive in-person services for 10 days from the onset of their symptoms or date of a positive test. We can consider offering telehealth services as an alternative to face to face services when feasible. Your Clinical Manager (STAR of CA) or Clinical Supervisor (NE ABA) will be responsible for notifying your client of this to plan accordingly.

We should always seek client consent to share their COVID-19 related health information with others before disclosing such information. This consent can be given by the client via an email to a team member or consent to release information form.

As part of the Clinical Manager’s (STAR of CA) or Clinical Supervisor’s (NEABA) communication with the client, they will ask your client to update their fitness for service attestation (linked here).

Client Fitness for Service Attestation for STAR of CA & NEABA:
https://starofca.formstack.com/forms/covid19_fitness_for_service_attestation_client



<p>If you came into contact with someone in a client’s household who has COVID-19, you will need to quarantine for 14 days from the date of exposure and are not eligible to deliver in-person services to any clients until the quarantine period is complete and fitness for service criteria is met.</p>	
<p>WHEN ARE MY CLIENTS FIT TO RETURN TO SERVICE AFTER SOMEONE IN THEIR HOME HAS CONTRACTED COVID-19?</p> <p>Your client is not considered fit for service until the following criteria have met by all family members in their household. See related link for latest information.</p> <ul style="list-style-type: none"> ● 10 days have passed since symptoms first appeared and ● The infected individual is fever-free for at least 24 hours without the use of fever-reducing medications and ● Other COVID-19 symptoms have improved (for example, cough, shortness of breath) 	<p>CDC Guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.html</p>
<p>WHAT SHOULD I TELL MY CLIENT IF I AM NOT FIT FOR SERVICE (E.G. SICK, CAME INTO CONTACT WITH SOMEONE WITH COVID-19, OR HAVE COVID-19)?</p> <p>Employees who consent to share their COVID positive health information may give consent via the COVID info survey (linked to the right here) which gets directed to HR. HR will then notify other employees impacted and will notify the Clinical Manager (STAR of CA) or Clinical Supervisor (NEABA) for client follow up. With Employee consent, the Clinical</p>	<p>COVID Information Survey for STAR of CA & NEABA: https://starofca.formstack.com/forms/covid19_informational_survey</p>



<p>Manager (STAR of CA) or Clinical Supervisor (NE ABA) may disclose to clients the reason the Employee needs to quarantine and pause from delivering in-person services (e.g. due to positive test or symptoms of illness).</p> <p>If not comfortable disclosing this information, your Clinical Manager (STAR of CA) or Clinical Supervisor (NE ABA) will notify your client that you are not eligible to deliver in person services for the specified number of days and can inform them that we believe they have or “may” have come into contact with someone with COVID-19, without naming the individual.</p>	
<p>WHAT ABOUT MY CLIENT(S) OR OTHER STAFF THAT I CAME INTO CLOSE CONTACT WITH SINCE BECOMING ILL OR TESTING POSITIVE? SHOULD WE NOTIFY THEM?</p> <p>Yes, with employee consent via the COVID info survey link, the Clinical Manager (STAR of CA) or Clinical Supervisor (NEABA) will mitigate communications with clients, and Human Resources will notify other exposed employees to advise of the need to pause services and/or quarantine for days.</p> <p>If the employee who tested positive does not give consent, then the Clinical Manager (STAR of CA) or Clinical Supervisor (NE ABA) will inform the client(s) that they have or may have come into contact with someone with COVID-19, without naming the individual. And HR will inform other employees who were exposed that they have or may have come into contact with someone with COVID-19, without naming the individual.</p> <p>When appropriate, clients may be offered telehealth services or substitute staff if the client is still fit for service.</p>	