

Bennington County Habitat for Humanity's Board of Directors establishes the following COVID-19 Workplace Policies, with an effective date of June 14, 2021.¹

Bennington County Habitat for Humanity shall:

1. Use the CDC definition of Fully Vaccinated and will clearly communicate this definition at all build sites, the ReSale Store, and the BCHfH Office. The CDC defines an individual as "fully vaccinated" two weeks after receiving a second dose of a two-dose vaccine, or two weeks after the single-dose Johnson & Johnson vaccine.²
2. Inform staff, volunteers and/or customers that they are required to follow the masking and spacing guidelines based on their vaccination status, and that, by choosing not to wear a mask, employees are attesting that they meet the definition of fully vaccinated.
3. Instruct all staff and volunteers to monitor their symptoms daily, and to stay home if they are unwell or have a fever, regardless of vaccination status.
4. Strongly encourage and provide necessary supplies for continued good hygiene practices.
5. Remind staff and volunteers that have not been fully vaccinated to continue to follow established masking and physical distancing procedures.
6. Remind staff that are immunocompromised (or those who live with a family member of such condition) that they may voluntarily wear a mask and physically distance, even if they have been vaccinated.
7. Allow for reasonable accommodations to assist staff who are either unvaccinated or immunocompromised maintain a safe and healthy workspace.
8. Encourage respect and support in the work environment for all individuals, specifically those who choose to maintain more cautious practices.
10. Frequently monitor the state's COVID guidance at accd.vermont.gov or healthvermont.gov

Policies approved and recommended by the BCHfH Executive Committee on July 12, 2021.

Bill Hoyt, Board President

John Jacobi, Board Vice President

Keld Alstrup, Board Treasurer

David Low, Board Secretary

Policies approved by the BCHfH Board of Directors at its July 14, 2021, Board Meeting.

Keld Alstrup; Michael Bacon; Bill Hoyt; John Jacobi; Dave Low; Curt Mellow; Allan Sullivan (via Zoom); Jane Whitney

¹ On June 14, 2021, Governor Scott removed all State COVID-19 restrictions and the State of Emergency expired on June 15, 2021. <https://accd.vermont.gov/covid-19>

² See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html> Accessed online 6-14-2021; also referenced in VOSHA's 6-8-2021 Memorandum titled *Workplace Safety Top 10 Recommendations Relating to COVID-19* <https://labor.vermont.gov/document/memo-vosha-workplace-safety-top-10-recommendations-covid>