Covid-19 Policy

SARS-CoV-2, the virus that causes COVID-19 is a profoundly serious virus that can cause respiratory problems, flu-like symptoms and in some cases can lead to death.

Communication with staff and individuals supported:

- Information related to COVID-19 and changes related to policies and procedures will be provided in an accessible and easy-to-understand format for all staff individuals supported and employees.

Plan for accommodations, modifications, and assistance for MMSL individuals supported:

- An individualized approach for COVID-19 will be implemented on an individualized basis depending on the person's physical or mental disability. This approach will take into consideration the following:
    - Social Distancing – Mid-Missouri Supported Living, LLC, will limit non-essential visitors during the epidemic to protect the individuals supported and employees of MMSL. To maintain contact with family and friends MMSL will offer virtual alternatives such as face time, Zoom, or any other methods that family members and individuals supported request. Outings into the community will be limited to priorities (grocery shopping, medical appointments) and other outings will be considered according to current social distancing requirements within the current county. Outdoor activities with social distancing are encouraged when the weather is within a safe temperature range for the individual supported and employees.
    - Wearing masks is recommended by both employees and individuals supported. MMSL recognizes that some individuals supported and/or employees may not be able to wear masks based on sensory, cognitive, or behavioral issues. Masks are also not recommended for people who have trouble breathing. Masks will be encouraged by all employees during working hours with individuals supported and individuals supported will be encouraged to wear masks at day programs and community outings.
    - Cleaning supplies will be provided to all homes and employees will be required to keep the home clean and major services disinfected.
    - Handwashing should be encouraged throughout the day along with employees and individuals supported being provided with hand sanitizer containing at least 60% alcohol.
    - MMSL homes will be stocked with at least 7 days' worth of food, medication, and other necessary supplies as a minimum

Guidance for Direct Care Support Professionals:

- Direct Care Support Professionals are considered essential employees. Individuals supported are dependent on these employees for personal care, activities of daily living, access to health services and more. DSP's are essential for the health and well-being of the individuals they serve.
    - DSP's should be asked before they enter their workplace if they are experiencing any symptoms of COVIS-19 or if they have been in contact with anyone who has COVID-19.
    - Degreed professional managers should review COVID-19 information along with signs and symptoms to be familiar with and train all House Managers and keep up with new information relating to COVID-19.

- Anyone that enters the Residential home of an individual supported or a day program operated by MMSL needs to be screened for signs and symptoms of COVID-19, have their temperature taken by a non-contact thermometer and asking the person if they are experiencing and should be wearing a mask.

Planning for essential Outings:

- Individuals supported may be employed or attend day programs outside of MMSL services. Work with the outside provider so the individual supported and employees taking and picking up the individual are aware of the precautions that are implemented. If any concerns come up it is the responsibility of the House Manager and Degreed professional Manager to talk with the outside employer or day program so concerns are addressed. The Treatment Team (Guardian, Individualized Supported Individual, case manager and anyone else the team feels should be present) will review the concerns if they are not alleviated before the individual returns to the day program or outside employment.

Accessing Medical Care:

- Individuals supported during the COVID-19 crisis will still need to continue receiving medical care from outside providers. MMSL will utilize Zoom and other virtual methods of accessing doctors and other health care providers when available. If a clinic/provider requests to see the person face-to-face then MMSL employees will bring the person to the clinic and cooperate with all requirements of the clinic including wearing masks, hand washing an social distancing in the waiting rooms and in the office.

Potential Staffing Shortages:

- Mid-Missouri Supported Living, LLC will work with guardians, individuals supported, Department of Mental Health and Case Management services in the event that staff shortages become an issue.
  - Guardians/Family members of an individual supported will be given the option of taking individuals supported to their homes
  - Individuals may be moved from one home to another home (combine homes) on a temporary basis and with DMH approval in order to meet staffing needs
  - Mid-Missouri Day Programs may be opened and used as an emergency shelter in the event of a major epidemic in order to meet the staffing needs of individuals supported.

In the event an individual supported has a positive COVID-19 Test Result:

- MMSL will notify Department of Mental Health according to their current reporting system
- Department of Health will be notified
- Guardians of the individual supported will be notified
- MMSL will follow any directives from DMH and Department of Health
- Individuals that have tested positive will be quarantined until released by the health department
- Staff will be limited in the home to the fewest number of employees necessary to care for the individuals in the home
- Attempts will be made to move housemates to another location if possible, if no other housing options are available then the housemate(s) will remain. Social distancing in the home will be encouraged, masks will be worn when staff or indivdiuals supported are within 6 feet of each other

- The home will be provided with face masks, face shields for close contact, disinfectants and other cleaning products, hand sanitizer and food will be dropped off as needed using a no-contact method such as leaving on front porch and notifying the staff via phone of food location outside of the home
- Individuals supported and employees will have their temperature/O2sats taken according to the health departments recommendation
- Additional COVID-19 testing will take place according to health departments recommendations
- At any point if an individual or employees starts showing signs of respiratory problems, fevers, etc. The health department will be notified, and all recommendations will occur – including taking the employee or individual supported to an emergency room

In the event that an employee tests Positive:

- Department of Health will be notified
- MMSL will follow any directives from DMH and Department of Health
- The staff person testing positive will not be allowed to work/visit the home or day program until cleared by the health department
- Close contacts will be identified and MMSL will work with the health department and MMSL will follow all recommendations which may include quarantining individuals supported, co-workers of the positive employee, notifying guardians and other providers if the incident occurred at a day program.
- Cleaning of the home or day program will be conducted according to CDC guidelines.
- Day Programs will be closed if that is the suggestion of the health department until the health department gives clearance for the day program to reopen

Covid-19 Pay

- Mid-Missouri Supported Living, LLC is considered an essential heath care provider.
- Per the Families First Coronavirus Response Act (FFCRA or ACT), we reserve the right to choose to exclude employees from receiving Covid-19 pay.
- All employee quarantines will be handled on a case-by-case basis.

Approved by: _____

Robert Palmer, RN, BSN, Owner MMSL