

Amputee Coalition COVID-19 Policy

Purpose

The Amputee Coalition endeavors to provide and maintain a workplace that is free of known hazards. We also care about the health and safety of our staff, members, and community. As such, we are adopting this policy to help safeguard the health of our staff and their loved ones. This policy will comply with all applicable laws and is based on guidance from the U.S. Centers for Disease Control (CDC) and state and local requirements, and is subject to change to the extent CDC guidance and/or legal requirements change and/or at Amputee Coalition's sole discretion.

Scope

This policy applies to all Amputee Coalition staff and any attendees, visitors or other participants at Amputee Coalition related in-person events or meetings.

Procedures

Effective immediately and until further notice,

Full vaccination* against COVID-19 for staff (including interns and temporary workers) is strongly encouraged.

- To provide proof of COVID-19 full vaccination status, please upload to Bamboo under "documents" tab. (The proof of vaccination information will be maintained in BambooHR as a confidential record.)
- Employees who are not vaccinated or chose not to provide proof of COVID-19 full vaccination status must follow safety guidelines for their health and for the health of our workplace **when in the office** including but not limited to wearing a mask, a negative COVID-19 test result within 72 hours of the time the employee is to report to the office (at employee's expense),¹ completing daily health checks if applicable, and continuing to follow public safety measures including quarantine procedures.
- If you are sick or have a COVID-19 exposure, do not come to the office or attend an Amputee Coalition related in-person event or meeting. If you test positive for COVID-19, are exposed to a COVID-19-infected person, or someone in your immediate household is exposed, please notify TaKeisha Walker at Takeisha@amputee-coalition.org, and follow all applicable current CDC guidelines.
- To the extent permitted by law, full vaccination against COVID-19 for employees,

¹ After a confirmed positive test of COVID-19, employees, who have not provided proof of full vaccination, will not be required to produce a negative COVID test to return to the office for the first 90 days after his/her confirmed infection, based on current CDC guidance.

attendees, visitors, or other participants at Amputee Coalition related in-person events or meetings is required. For any employee, attendee or participant who cannot comply with this policy for a legally protected reason, Amputee Coalition will work with you to explore whether a reasonable alternative is available. Persons who wish to attend Amputee Coalition-related in-person meetings or events must also complete an Assumption of Risk waiver.

- To the extent permitted by law, visitors or guests will not be allowed in the Amputee Coalition office unless they show proof of vaccination**.

Please contact TaKeisha Walker with any questions regarding this policy.

**Full Vaccination means:*

- 2 weeks after the second dose in a 2-dose series of an FDA-authorized COVID-19 vaccine, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine of an FDA-authorized COVID-19 vaccine, such as Johnson & Johnson's Janssen vaccine.

***Proof of vaccination – acceptable forms of documentation include:*

- a completed CDC COVID-19 Vaccination Record Card, World Health Organization Yellow Book, or other official documentation authorized by a governmental authority of competent jurisdiction; or
- official documentation signed by a licensed health care provider indicating your name, vaccine name and dates of administration.

Effective date: 3 March 2022.

Amputee Coalition may update this policy and requirements at any time in its sole discretion.