COVID-19 RETURNING TO WORK CONSIDERATIONS

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Pandemic Return to Work Considerations

Once the initial impact of the pandemic has passed and we are settled into a modified work environment, our thoughts turn to the next phase. How do we return employees to work safely and reopen to the public? We must consider many factors beyond just the physical environment, including the mental status and nervousness that many employees and customers may feel as they come out of quarantine.

This document is a culmination of information from several different sources, primarily the CDC and DHHS, with references listed at the end of the document. The suggestions offered are those of experienced organizations and not developed by Nebraska Preparedness Partnership. Each business and organization is different and will, therefore, have considerations that are unique.

IMPORTANT: This document is not intended to cover all details but to be used as a guideline and help you determine which considerations may be most appropriate for you.

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General Guidance - Employer

Some of the following are touched on again in more detail later.

- Encourage staff and employees to stay home if they are not feeling well and/or they have a temperature greater than 100.4 degrees.
- Provide signage that no one should enter the facility if they currently have symptoms or have been exposed to a confirmed case of the virus within the past 14 days.
- Determine whether you will screen temperatures as people arrive and set clear response actions should temperatures be outside set limits.
    - Are there additional actions that need to be taken by/for those individuals to enable them to enter the facility?
    - At what point do you deny access to the facility?
- Any health information received during screenings should be maintained as privately as possible. Confidentiality of everyone's medical status and history should be maintained.
- Establish contract tracing procedures so potential exposures within the facility can be identified and appropriate measures taken to minimize the spread.
- If a staff member, employee, or visitor should become ill while at the facility:
    - Follow contact tracing procedures.
    - Procedures should be in place to share illness with management before leaving the facility.
    - Individuals who become ill with symptoms of influenza-like illness at work during a pandemic (as defined by World Health Organization (WHO)) should leave the workplace.
    - Have procedures in place in case the individual needs transportation home or to a healthcare facility.
- Provide supplies to foster frequent and increased hand washing and hand sanitizing by all tenants and visitors of the facility.
- Whenever possible, encourage staff and visitors to wear face masks when not at their desks and interacting with others.
- Provide training on the proper use of face masks and other PPE within the facility.
- Post reminders to maintain a 6-foot distance from other when inside the facility and mark 6-foot intervals where possible and appropriate.
- Identify where and how staff, employees, and visitors may be exposed to COVID-19 by conducting a thorough hazard assessment. Determine what type of controls are needed in each job duty/area to maintain a safe environment and minimize potential spread of the virus.
- If possible, consider staggered shifts, break times, and meals to maintain social distancing, while continuing to adhere to wage and hour laws and regulations.
- Prohibit congregating in break room and common areas to allow safe social distancing.

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- Limit capacity for gathering in larger common areas and rooms to maintain safe social distancing practices.
- If the facility includes an employee and/or public cafeteria, keeping the area closed should be considered. If opened, consider pre-packaged foods and carry-out options instead of dine-in. At a minimum, directed health measure (DHM) guidelines for restaurants should be adhered to.
- Determine procedures and post signage for modified restroom practices.
    - Can you limit number of persons in the restroom? How would people know if the number of occupants is currently at maximum?
    - Add hand sanitizer stations inside and/or outside restroom doors to be used before touching door handles.
    - Increase frequency of cleaning & sanitizing.
- Promote and notify staff, employees, and visitors of any additional "out of the normal" precautions and procedures that should be adhered to. Such as,
    - Encouraging handwashing and using hand sanitizer every hour.
    - Etiquette for coughing and sneezing.
    - Break and lunch variations.
- Determine a central location for guidelines and considerations, including a point of contact, where staff, employees, and visitors can go for questions and/or concerns.
- Include symptoms, modifications, and new guidelines to current pandemic plans as an addendum or create a separate pandemic plan for COVID-19. Staff and employees should be made aware of these modifications and be asked to sign an acknowledgement that they have reviewed, understand, and accept.
- Use current CDC guidance for cleaning and disinfecting surfaces, especially high-touch areas such as elevator buttons, door handles, etc.
- Continue to monitor the Nebraska Department of Health and Human Services (DHHS) guidance on preventing, detecting, and reporting outbreaks.
- Businesses and organizations should communicate clearly and frequently precautions the company is taking, and those the employees should be taking, to maintain a safe and healthy work environment.

General Guidance – Employees, Staff, and Visitors

- Staff and employees should take and log their temperatures before arriving. Normal temperatures should not exceed 100.4 degrees Fahrenheit.
- Staff, employees, and visitors who are feeling ill or have had direct exposure to a confirmed positive case of the virus, should report this to their supervisor and remain home.
- Staff and employees should wear face coverings and other personal protection equipment (PPE) as guided by the CDC.

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- Staff and employees should be trained on the proper use of face masks and other PPE within the facility.
- All persons within the facility should follow current social distancing practices as much as possible.
- Know and follow modified guidelines for breaks and lunches, restrooms, gathering in common areas, meetings, etc.
- Wash hands often with soap and water for at least 20 seconds or to use hand sanitizer with at least 60% alcohol if soap and water are not available. Key times for staff and employees to clean their hands include:
  - Before and after work shifts
  - Before and after work breaks
  - After blowing their nose, coughing, or sneezing
  - After using the restroom
  - Before eating or preparing food
  - After putting on, touching, or removing cloth face coverings
- Avoid touching your eyes, nose, and mouth
- When possible, avoid using phones, desks, offices, or other work tools and equipment that belong to others. Clean and disinfect them before and after use.
- Staff and employees who commute to work using ride-sharing or public transportation should consider:
  - Using alternate methods of transportation to minimize exposure (e.g., biking, walking, driving or riding by car either alone or with household members).
  - Following CDC guidelines to protect yourself when using non-personal transportation.
    - Before leaving, wash your hands with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol.
    - Once you reach your destination, wash your hands again with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol as soon as possible.
    - Avoid touching your eyes, nose, and mouth with unwashed hands.
    - Cover your coughs and sneezes with a tissue or use the inside of your elbow. Throw used tissues in the trash and wash your hands immediately with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol.
    - During travel, try to keep at least 6 feet from people who are not in your household — for example, when you are waiting at a bus station or selecting seats on a train.
    - Wear a cloth face covering when physical distancing is difficult.
  - Request your employer allow you to shift hours so you can commute during less busy times.

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Maintain Healthy Business Operations

Sick Leave Policies

Sick leave policies should be flexible to allow for the potentially long-lasting illness resulting from the virus. Some considerations are as follows:

- Ensure that sick leave policies are flexible and consistent with public health guidance and that staff, employees, and consultants are aware of and understand these policies.
- Maintain flexible policies that permit staff, employees, and consultants to stay home to care for a sick family member or take care of children during school and childcare closures. Additional flexibilities might include giving advances on future sick leave and allowing employees to donate sick leave to each other.
- Businesses and organizations that do not currently offer sick leave to some or all their employees should consider drafting non-punitive "emergency sick leave" policies.
- Businesses and organizations should not require a COVID-19 test result or a healthcare provider's note for staff and employees who are sick to validate their illness, qualify for sick leave, or return to work. Healthcare provider offices and medical facilities may be extremely busy. Most people with COVID-19 have mild illness and can recover at home without medical care.
- Connect staff and employees with their employee assistance program (EAP), if it exists, or to community resources, as needed. Keep in mind there may be an increased need for these resources as people cope with being in quarantine, severe illness, death of a loved one, etc.

Protect Employees at Higher Risk

Protect staff and employees at higher risk for severe illness through supportive policies and practices (Older adults and people of any age who have serious underlying medical conditions.)

- Consider offering vulnerable workers temporary changes in duties that can minimize their contact with customers and other staff and employees (e.g., restocking shelves rather than working as a cashier.)
- Offer flexible options such as work-from-home.
- Ensure that other businesses and organizations sharing the same workspace follow this same guidance.

Communicate Supportive Workplace Polices

Communicate supportive workplace polices clearly, frequently, and via multiple methods.

- Train workers on any new policies to reduce the spread of COVID-19.

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- Communicate to any contractors or on-site visitors about changes that have been made to help control the spread of COVID-19. Ensure that they have the information and capability to comply with those policies.

- Create and test communication systems that employees can use to self-report if they are sick and that you can use to notify employees of exposures and closures.

- Consider using a hotline or another method for employees to voice concerns anonymously.

Assess Essential Functions

Assess your essential functions and the reliance that others and the community have on your services or products.

- Be prepared to change your business practices, if needed, to maintain critical operations (e.g., identify alternative suppliers, prioritize existing customers, or temporarily suspend some of your operations).
- Identify alternate supply chains for critical goods and services. Some goods and services may be in higher demand or unavailable.
- Talk with business partners about your response efforts. Share best practices with other businesses and organizations in your community (especially those in your supply chain.)
- When resuming onsite business operations, identify and prioritize job functions for continuous operations. Minimize the number of workers present at worksites by resuming business operations in phases, when possible.

Spike in Absenteeism

Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children until childcare programs and schools resume.

- Plan to monitor and respond to absenteeism at the workplace.
- Implement plans to continue your essential business functions.
- Prepare to institute flexible workplace and leave policies.
- Cross-train employees to perform essential functions so the workplace can operate even if key employees are absent.

Establish Policies and Practices for Social Distancing

Alter your workspace to help workers and customers maintain social distancing and physically separate employees from each other and from customers, when possible. Here are some strategies that businesses can use:

- Implement flexible work policies (e.g., work-from-home).

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- Implement flexible work hours (e.g., rotate or stagger shifts to limit the number of employees in the workplace at one time).
- Increase physical space between employees by modifying the workspace layout.
- Increase physical space between employees and customers (e.g., drive-through service, physical barriers such as partitions).
- Use signs, tape, decals, or other visual cues on the floor, placed 6 feet apart, to indicate where to stand when physical barriers are not possible.
- Implement flexible meeting and travel options (e.g., postpone non-essential meetings and events, hold virtual meetings).
- Close or limit access to common areas where employees are likely to congregate and interact.
- Prohibit handshaking.
- Deliver services remotely (e.g., phone, video, or web).
- Move electronic payment/credit card readers farther away from cashiers, if possible, to increase the distance between the customer and the cashier.
- Shift primary stocking activities to off-peak or after hours, when possible, to reduce contact with customers.

Mental & Behavioral Health Awareness

Numerous factors associated with the COVID-19 pandemic can take a toll on the mental health of individuals due to:

- Social isolation
- Health-related anxieties
- Fear of uncertainty
- Change in routines
- Financial stress
- Loss
- Grief
- Trauma
- Increased substance abuse

Many social routines (including those at work) used to support each other and ourselves during times of crisis and disruption have been postponed or canceled.

Offer and Promote Available Resources

- **Ensure access to mental health services**. Make sure your staff and employees know how to engage in the mental health care offered by their health plan.

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- **Promote and optimize EAP services**. Communicate what is offered and remind staff and employees that their participation is confidential. Consider expanding the number of EAP sessions available to an individual or temporarily providing on-site EAP services.
- **Provide self-care tools for resilience**. Promote the use of emotional well-being resources available through health and wellness partners. (See Appendix E for a list of mental and behavioral health resources.)

Build or Reinforce a Psychologically Healthy Workplace

- Offer tools and programs to increase **mental health awareness**.
- Commit to **mental health stigma reduction**. Tools and resources exist to break down barriers around mental health.
- Ensure policies and processes address workplace **bullying and discrimination**. Stress may intensify workplace tensions, political differences, and differing perspectives about the safety of returning to work.
- Strengthen your overall workforce **health strategy** and offer programs addressing exercise, nutrition, smoking, substance abuse, sleep, stress, etc.
- **Promote a sense of purpose**. Shared meaning builds strong connections. Help staff and employees find meaning in their work. This can help them feel more connected and protect them against the harmful effects of loneliness.
- Provide managers with training, resources, and support.

Cleaning and Disinfecting

Cleaning and Disinfecting Your Facility

Always wear gloves when cleaning and disinfecting

- Clean surfaces using soap and water, then use disinfectant.
- Cleaning with soap and water reduces the number of germs, dirt, and impurities on the surface. Disinfecting kills germs on surfaces.
- Practice routine cleaning and disinfection of frequently touched surfaces.
    - More frequent cleaning and disinfection may be required based on level of use.
    - Surfaces and objects in public places, such as shopping carts and point of sale keypads should be cleaned and disinfected before each use.

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<u>Hard (Non-porous) Surfaces</u>

- Recommend use of EPA-registered household cleaners. Follow the instructions on the label to ensure safe and effective use of the product. Many products recommend:
  - Keeping surface wet for a specified period of time (see product label)
  - Precautions such as wearing gloves or eye protection and making sure you have good ventilation during use of the product.
  - Diluted household bleach solutions may also be used if appropriate for the surface.
  - Check the label to see if your bleach is intended for disinfection, and ensure the product is not past its expiration date. Some bleaches, such as those designed for safe use on colored clothing or for whitening may not be suitable for disinfection.
  - Unexpired household bleach will be effective against coronaviruses when properly diluted. Follow manufacturer's instructions for application and proper ventilation. Never mix household bleach with ammonia or any other cleanser. Leave solution on the surface for at least 1 minute. To make a bleach solution, mix:
  - 5 tablespoons (1/3rd cup) bleach per gallon of water   - OR -
  - 4 teaspoons bleach per quart of water
- Bleach solutions will be effective for disinfection up to 24 hours.
- Alcohol solutions with at least 70% alcohol may also be used.

<u>Soft surfaces</u>

For soft surfaces such as carpeted floor, rugs, and drapes

- Clean the surface using soap and water or with cleaners appropriate for use on these surfaces.
- Launder items (if possible) according to the manufacturer's instructions. Use the warmest appropriate water setting and dry items completely   - OR -
- Disinfect with an EPA-registered household disinfectant. These disinfectants meet EPA's criteria for use against COVID-19.

<u>Electronics</u>

For electronics, such as tablets, touch screens, keyboards, remote controls, and ATM machines

- Consider putting a wipeable cover on electronics.
- Follow manufacturer's instruction for cleaning and disinfecting.
  - If no guidance, use alcohol-based wipes or sprays containing at least 70% alcohol. Dry surface thoroughly.

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<u>Laundry</u>

For clothing, towels, linens, and other items:

- Launder items according to the manufacturer's instructions. Use the warmest appropriate water setting and dry items completely.
- Wear disposable gloves when handling dirty laundry from a person who is sick.
- Dirty laundry from a person who is sick can be washed with other people's items.
- Do not shake dirty laundry.
- Clean and disinfect clothes hampers according to guidance above for surfaces.
- Remove gloves, and wash hands right away.

Cleaning and Disinfecting After Someone is Sick Has Been in Your Facility

- Close off areas used by the person who is sick.
    - Companies do not necessarily need to close operations if they can close off affected areas.
- Open outside doors and windows and use ventilating fans to increase air circulation in the area.
- Wait 24 hours before you clean or disinfect. If 24 hours is not feasible, wait as long as possible.
- Clean and disinfect all areas used by the person who is sick, such as offices, bathrooms, common areas, shared electronic equipment like tablets, touch screens, keyboards, remote controls, and ATM machines. Once area has been appropriately disinfected, it can be opened for use.
    - Workers without close contact with the person who is sick can return to work immediately after disinfection.
- If more than 7 days since the person who is sick visited or used the facility, additional cleaning and disinfection is not necessary.
    - Continue routine cleaning and disinfection. This includes everyday practices that businesses and communities normally use to maintain a healthy environment.
- Perform Contact Tracing to determine which staff and employees may have been exposed to the virus and take additional precautions, if necessary.
    - Inform staff and employees of their possible exposure while maintaining confidentiality as required by the Americans with Disabilities Act.
    - Most workplaces should follow the public health recommendations for community exposure.
    - Critical Infrastructure workplaces should follow guidance specific to critical infrastructure regarding potential exposures. These businesses are required to be functional while managing risks and protecting the health of staff, employees, and the public.

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Cleaning and Disinfecting Outdoor Areas

- Outdoor areas, like playgrounds in public areas, generally require normal routine cleaning, but do not require disinfection.
  - Do not spray disinfectant on outdoor playground- it is not an efficient use of supplies and is not proven to reduce risk of COVID-19 to the public.
  - High touch surfaces made of plastic or metal, such as grab bars and railings should be cleaned routinely.
  - Cleaning and disinfection of wooden surfaces (play structures, benches, tables) or groundcovers (mulch, sand) is not recommended.
- Sidewalks and roads should not be disinfected.
  - Spread of COVID-19 from these surfaces is extremely low and disinfection is not effective.

General Cleaning

- Regular cleaning staff can clean and disinfect community spaces.
  - Ensure they are trained on appropriate use of cleaning and disinfection chemicals.
- Wear disposable gloves and gowns for all tasks in the cleaning process, including handling trash.
  - Additional personal protective equipment (PPE) might be required based on the cleaning/disinfectant products being used and whether there is a risk of splash.
  - Gloves and gowns should be removed carefully to avoid contamination of the wearer and the surrounding area.
- Wash your hands often with soap and water for 20 seconds.
  - Always wash immediately after removing gloves and after contact with a person who is sick.
  - Hand sanitizer: If soap and water are not available and hands are not visibly dirty, an alcohol-based hand sanitizer that contains at least 60% alcohol may be used. However, if hands are visibly dirty, always wash hands with soap and water.
- Additional key times to wash hands include:
  - After blowing one's nose, coughing, or sneezing.
  - After using the restroom.
  - Before eating or preparing food.
  - After contact with animals or pets.
  - Before and after providing routine care for another person who needs assistance (e.g., a child).

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Additional Cleaning and Disinfecting Considerations for Employers

- Educate workers performing cleaning, laundry, and trash pick-up to recognize the symptoms of COVID-19.
- Ensure workers are trained on the hazards of the cleaning chemicals used in the workplace in accordance with OSHA's Hazard Communication standard.
- Comply with OSHA's standards on Bloodborne Pathogens), including proper disposal of regulated waste, and PPE.

Alternative Disinfection Methods

- The efficacy of alternative disinfection methods, such as ultrasonic waves, high intensity UV radiation, and LED blue light against COVID-19 virus is not known.
  - EPA does not routinely review the safety or efficacy of pesticidal devices, such as UV lights, LED lights, or ultrasonic devices. Therefore, EPA cannot confirm whether, or under what circumstances, such products might be effective against the spread of COVID-19.
- CDC does not recommend the use of sanitizing tunnels. There is no evidence that they are effective in reducing the spread of COVID-19. Chemicals used in sanitizing tunnels could cause skin, eye, or respiratory irritation or damage.
- CDC only recommends use of the EPA approved cleaners against the virus that causes COVID-19.

Maintaining a Healthy Work Environment

Since COVID-19 may be spread by those with no symptoms, businesses and organizations should evaluate and institute controls to protect their staff, employees, and members of the general public.

Consider inspecting and improving the building ventilation system, if needed. This may include some or all the following:

Ventilation

- Ensure ventilation systems operate properly and provide acceptable indoor air quality for the current occupancy level for each space.
- Increase outdoor air ventilation, using caution in highly polluted areas.
- Disable demand-controlled ventilation (DCV).

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- Further open minimum outdoor air dampers (as high as 100%) to reduce or eliminate recirculation. In mild weather, this will not affect thermal comfort or humidity. However, this may be difficult to do in cold or hot weather.
- Improve central air filtration to the MERV-13 or the highest compatible filter for your system, and seal edges of the filter to limit bypass.
- Check filters to ensure they are within service life and appropriately installed.
- Keep systems running longer hours, 24/7 if possible, to enhance air exchanges in the building space.

Building Water Supply

- If your building water system and devices have been shut down for a prolonged period, follow the CDC Guidance for Building Water Systems.

Supplies Necessary for Hands, Coughs, and Sneezes

- Provide tissues and no-touch trash cans.
- Provide soap and water in the workplace. If soap and water are not readily available, use alcohol-based hand sanitizer that is at least 60% alcohol.
- Ideally, place touchless hand sanitizer stations in multiple locations to encourage hand hygiene.
- Place posters that encourage hand hygiene to help stop the spread at the entrance to your workplace and in other workplace areas where they are likely to be seen. This should include signs for non-English speakers, as needed.
- Discourage handshaking.

Meetings & Gatherings

Minimize risk to staff and employees when planning meetings and gatherings:

- Use videoconferencing or teleconferencing when possible.
- Cancel, adjust, or postpone large work-related meetings or gatherings that can only occur in-person in accordance with state and local regulations and guidance.
- When videoconferencing or teleconferencing is not possible, hold meetings in open, well-ventilated spaces, continuing to maintain a distance of 6 feet apart, and wear cloth face coverings.

The table below presents examples of controls to implement in your workplace. The most effective controls are those that rely on engineering solutions, followed by administrative controls, then PPE. PPE is the least effective control method and the most difficult to implement. Worksites may have to implement multiple complementary controls from these columns to effectively control the hazard.

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Employers: Use the table below to implement the most appropriate controls for your workplace

Example Controls to Prevent the Spread of COVID-19 in Work Environments		
Engineering	**Administrative**	**Personal Protective Equipment (PPE)**
Facilities & Equipment	**Management and Communications**	**PPE**
Assess job hazards for feasibility of engineering controls	Monitor state and local public health communications about COVID-19	Conduct workplace hazard assessment
• Ensure ventilation and water systems operate properly	Encourage sick workers to report symptoms, stay home, and follow CDC guidance	Determine what PPE is needed for their workers' specific job duties based on hazards and other controls present
Alter workspaces to maintain social distancing. Examples include: • Configure partitions as a barrier shield • Move electronic payment reader away from cashier • Use verbal announcements, signage, and visual cues to promote social distancing • Remove/rearrange furniture Provide remote shopping alternatives (e.g., delivery, pick-up)	Develop strategies to: • manage worker concerns • communicate with workers	Select and provide appropriate PPE to the workers at no cost
	Remind workers of available support services	
	Communicate to partners, suppliers, other contractors on policies and practices	
	Encourage social distancing and the use of cloth face coverings (if appropriate) in the workplace	
	Use technology to promote social distancing (e.g., work-from-home and virtual meetings)	
	Cancel group events	
	Close/limit use of shared spaces	
	Ask customers who are ill to stay home	

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	Consider policies that encourage flexible sick leave and alternative work schedules.	
	Schedule stocking during off-peak hours	
	Cleaning and Disinfection	
	Clean and disinfect frequently touched surfaces, (e.g., counters, shelving, displays)	
	Provide employees with disposable disinfectant wipes, cleaner, or sprays that are effective against the virus that causes COVID-19	
	Training	
	Provide employees with training on: • Policies to reduce the spread of COVID-19 • General hygiene • Symptoms, what to do if sick • Cleaning and disinfection • Cloth face covers • Social distancing • Use of PPE • Safe work practices • Stress management	

Legal Considerations of Returning to Work

General Information

Businesses and organizations may face liability under Occupational Safety and Health Administration (OSHA) regulations for actions taken before, during and after the COVID-19 crisis. Although there is no "COVID-19" standard, several OSHA standards could be applied to preventing the spread of the disease. This includes, but is not limited to, the "General Duty Clause" which requires employers to provide their workers "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm." 29 USC 654(a)(1)

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Though it would be difficult for a staff member or employee to clearly demonstrate that they contracted the illness while at their place of employment, contact tracing could lay a clear path back to the workplace.

As businesses and organizations begin to reopen and bring their staff and employees back, there are many additional considerations that may impact decisions. There is always a chance that employers may face claims of discrimination while making difficult choices in how they phase in the returning work force. It is imperative that such decisions are made for reasons not based on a protected class as defined by discrimination laws. Specifically, employers need to carefully document their selection process and avoid making any decisions based on age or disabilities that might be perceived to make an employee or applicant more vulnerable to the virus.

For businesses and organizations that are forced to make a reduction in work force, these same types of considerations should be applied. Staff and employees that used sick leave to care for family members or because of concerns about their own well-being that are later part of a force reduction may consider this a retaliation or retribution by the employer.

Personal Protective Equipment

Many employers are considering adopting policies or protocols that include the wearing of facemasks, gloves, or other protective equipment to help stop the spread of any illness in their workplace. While the intent is well placed, certain considerations should be made:

- Have you accounted for those with access and functional needs? This may include things like protective wear for those who use wheelchairs, options for those with allergies to latex, etc.
- Have you provided proper training for use of the protective wear? Improper donning and doffing of protective equipment is often the cause of infection among medical professionals.
- Can you provide fit testing for masks?

Legally, if the employer can accommodate these types of exceptions or alternatives without causing undue hardship to the business, they are required to do so.

Screening and other access controls

Even those things that are intended to protect the staff and employees may cause legal issues if not done correctly. Currently, under the medical emergency, leniencies have been provided to companies in the interest of protecting the public from COVID-19.

As the disaster continues and a new normal emerges, there may be a review of these procedures which could cause problems if not implemented correctly.

1. **Decide who you will screen**. While some businesses and organizations are screening ALL employees, others are screening only those who have been in contact with someone who has tested positive for COVID 19. Many are testing everyone who enters the facility while others do not have that option (retail stores and others with rotating customer base). One of the most important considerations is consistency and assurance that the testing is completed on a nondiscriminatory basis.

2. **Training for those who are doing the screening**. Again, there are differences in how businesses and organizations are doing the screening. Some companies are allowing employees to take their own temperature while others are providing a trained employee to take all temperatures. Still others are hiring third party contractors for this purpose. Whichever method you choose, maintain records to ensure discrimination has not taken place. Again, one of the most important considerations is consistency and assurance that the testing is completed on a nondiscriminatory basis.

3. **Safety Concerns and Requirements**. Ensure that those taking temperatures are provided proper personal protective equipment.

4. **Equipment**. Consider what type of thermometers will be used and be consistent. Speed, accuracy, and ease of use are main considerations for most of the businesses and organizations implementing checks.

5. **Decide where checks will take place**. The main consideration is privacy. The best location would allow some discretion for the person being screened. Ideally, there would be an alternate location that anyone failing the screening could be taken to walk them though the next steps.

6. **Develop a screening process or policy and stick to it**.

7. **Develop a documentation process**.

8. **Communicate the processes to your employees prior to implementation**.

9. **Send employees home if they have a fever or if they refuse to be tested**. Communicate this to staff and employees prior to beginning the testing process. If a staff member or employee is sent home, provide them with instructions or expectations (call their primary care provider, get tested if possible, etc.). Follow up periodically with those who are sent home.

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10. **Establish return to work procedure and communicate that with employees**.
    Written policy should be sent with anyone that is sent home. Some
    considerations may include:

    a. Cannot return to work unless at least 10 days has passed since onset of
       symptoms
    b. Cannot return to work until at least 72 hours after employee has
       experienced no fever
    c. c. Has been completely symptom free for at least 72 hours.

Legal implications related to the return to the office are endless. The protection of
employer and employee are mutually beneficial, and both need to be considered for a
successful restart of our companies and our economy. It is important to actively engage
your legal department or other counsel early in your processes.

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References

Links provided under *Reopening Guidelines* and *Additional Resources* are not included in this section.

General health guidelines: https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html#more-changes

Etiquette for coughing, sneezing and handwashing: https://www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html and https://www.cdc.gov/handwashing/index.html

Face covering guidance: https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html

Cleaning and disinfection for community facilities: https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html

Symptoms of COVID-19 information: https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html

Public health guidance on community exposure: https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html

Public Health guidance on community exposure for critical infrastructure: https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html

Critical Infrastructure identification: https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce

Groups at higher risk for severe illness guidance: https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/groups-at-higher-risk.html

Workplace leave policies: https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html#more-changes

Department of Labor guidance: https://www.dol.gov/coronavirus

Equal Employment Opportunity Commission guidance: https://www.eeoc.gov/coronavirus

Cleaning and disinfecting your facility guidance: https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html

EPA-registered household cleaners guidance: https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19

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Using non-private personal transportation guidelines: https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/using-transportation.html

Increased ventilation guidelines: https://www.ashrae.org/file%20library/technical%20resources/ashrae%20journal/2020journaldocuments/72-74_ieq_schoen.pdf

Reopening buildings with prolonged water shutdown: https://www.cdc.gov/coronavirus/2019-ncov/php/building-water-system.html

Americans with Disabilities Act (ADA): https://www.dol.gov/general/topic/disability/ada

Department of Labor (DOL): https://www.dol.gov/coronavirus

Family & Medical Leave Act (FMLA): https://www.dol.gov/agencies/whd/fmla/pandemic

Equal Employment Opportunity Commission (EEOC): https://www.eeoc.gov/facts/pandemic_flu.html

Integrated Benefits Institute: https://www.ibiweb.org/

Occupational Safety and Health Administration: https://www.osha.gov/Publications/OSHA3990.pdf

National Institute for Occupational Safety and Health: https://www.cdc.gov/niosh/

World Health Organization: https://www.who.int/emergencies/diseases/novel-coronavirus-2019

Centers for Disease Control and Prevention: https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

Mental Health Information: kp.org/workforcehealth

Occupational Health & Safety: https://www.cdc.gov/coronavirus/2019-ncov/community/worker-safety-support/index.html

Mental Health links and information: Nebraska Extension (UNL) "Staying Connected During Tough Times"

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APPENDIX A: Reopening Guidelines (Nebraska DHHS)

Current as of June 1, 2020 – see the following website for additional updates, new DHMs, and guidelines: http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx

Restaurant and In-Room Dining Reopening Guidelines

Outlines the requirements found in the most recently issued Directed Health Measures (DHM) must be followed at all times if a restaurant provides dine-in service:

http://dhhs.ne.gov/Documents/COVID-19-Restaurant-In-Room-Dining-Reopening-Guidelines.pdf

Booth, Tabling, and Sales Events Guidance

This guidance is intended to slow the spread of coronavirus. It is strongly recommended that all booth, tabling, and sales events (including community garage sales, sidewalk sales, car shows, firework stands) adhere to the following these guidelines.

http://dhhs.ne.gov/Documents/COVID-19-Booth-Tabling-and-Sales-Events-Guidance.pdf

Guidance for Estate and Farm Auctions

This guidance is intended to slow the spread of coronavirus. It is strongly recommended that all Estate and Farm Auctions adhere to the following these guidelines.

http://dhhs.ne.gov/Documents/COVID-19-Guidance-for-Estate-and-Farm-Auctions.pdf

Outdoor Stadium, Arena, and Racetrack Event Guidance

This guidance is intended to slow the spread of coronavirus. It is strongly recommended that all outdoor stadium, arena, and racetrack events including rodeos adhere to the following guidelines.

http://dhhs.ne.gov/Documents/COVID-19-Outdoor-Stadium-Arena-and-Racetrack-Event-Guidance.pdf

Youth Day Camps Guidance

These guidelines are intended to assist youth camp coordinators across Nebraska to help protect campers, staff, and communities and to slow the spread of COVID-19. Please note that this guidance is for day camps and does not include camps where youth stay overnight.

http://dhhs.ne.gov/Documents/COVID-19-Youth-Day-Camps-Guidance.pdf

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June 1st Statewide Sports Reopening Guidelines

These guidelines lay out the planned reopening of certain sports. The State of Nebraska will utilize the April 2008 American Academy of Pediatrics Classification of Sports According to Contact as a guideline for opening sports of differing contact levels. Violation of these rules may mean a team is prohibited from practicing or playing games for the entire summer.

http://dhhs.ne.gov/Documents/COVID-19-June-1-Statewide-Sports-Reopening-Guidelines.pdf

Recommended Best Practices for Barbers and Salons

The requirements found in the most recently issued Directed Health Measures (DHM) must be followed at all times if a salon or barbershop is to reopen. http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx

http://dhhs.ne.gov/Documents/COVID-19-Recommended-Best-Practices-for-Barbers-and-Salons.pdf

Recommended Best Practices for Massage Therapy

The requirements found in the most recently issued Directed Health Measures (DHM) must be followed at all times if a massage therapy facility is to reopen. Each DHM can be accessed at http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx

http://dhhs.ne.gov/Documents/COVID-19-Recommended-Best-Practices-for-Massage-Therapy.pdf

Recommended Best Practices for Body Art
(Branding, Body Piercing, Permanent Color Technology and Tattooing)

The requirements found in the most recently issued Directed Health Measures (DHM) must be followed at all times if a tattoo/body art studio is to reopen. http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx

http://dhhs.ne.gov/Documents/COVID-19-Recommended-Best-Practices-for-Body-Art-Piercing-and-Tattooing.pdf

Nebraska Dental Association Recommended Office Reopening Protocols

http://dhhs.ne.gov/Documents/COVID-19-NebraskaDentalAssociation-Reopen%20Guidance.pdf

Guidelines for the Conduct of Faith-Based Services

(Including Weddings and Funerals Held in Houses of Worship)

This document is a supplement to the "Frequently Asked Questions for Faith-Based Communities" document issued by the Nebraska Department of Health and Human Services on April 2, 2020. (See below)

http://dhhs.ne.gov/Documents/COVID-19-Guidelines-for-the-Conduct-of-Faith-Based-Services.pdf

Coronavirus – COVID-19 Frequently Asked Questions For Faith-Based Communities

http://dhhs.ne.gov/Documents/COVID-19-Faith-Based-Communities-FAQ.pdf

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APPENDIX B: Additional Resources

The following resource links may be helpful to answer more of your questions and/or help you make the business decision of when and how you will reopen.

Workplace Decision Tool:

The purpose of this tool is to assist employers in making (re)opening decisions during the COVID-19 pandemic, especially to protect vulnerable workers. It is important to check with state and local health officials and other partners to determine the most appropriate actions while adjusting to meet the unique needs and circumstances of the local community.

https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/workplace-decision-tool.html

CDC Activities & Initiatives for COVID-19 Response:

This document briefly summarizes CDC's initiatives, activities, and tools in support of the Whole-of-Government response to COVID-19.

https://www.cdc.gov/coronavirus/2019-ncov/downloads/php/CDC-Activities-Initiatives-for-COVID-19-Response.pdf#page=50

Long-Term Care Response Tool:

Nursing and assisted living facilities can take steps to assess and improve their preparedness for responding to COVID-19. The following information should be used as one tool to develop a comprehensive COVID-19 response plan, including a plan for gradual return to standard practices of the facility based on meeting critical benchmarks including communal activities and allowing in-person visitors. The following information identifies key areas long-term care facilities should consider in developing their plans and can also be used to self-assess the strengths and weaknesses of current preparedness efforts.

http://dhhs.ne.gov/Documents/Long-Term-Care-COVID-19-Response-Planning-Tool.pdf

Nebraska Health Departments

List and contact information for County and District Health Departments throughout Nebraska.

http://dhhs.ne.gov/Documents/LHD-COVID-19-Response-List.pdf

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Current Nebraska Directed Health Measures (DHM)

http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx

DHHS COVID-19 Case Dashboard

https://nebraska.maps.arcgis.com/apps/opsdashboard/index.html#/4213f719a45647bc873ffb58783ffef3

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APPENDIX C: Checklists

Business Plans and Policies for Safe Return to Work

- ❑ Review your plans and policies to identify which ones are current in this new environment and which ones need adjustment. Adjustments may be temporary or a long-term shift in your business approach.
- ❑ Rely on departmental experts within your company or outside partners to guide you through process changes (e.g. legal, health benefits, union leaders)
- ❑ Communicate policies regularly with staff and employees. This may require creating new communication channels and repeating information.
- ❑ Address concerns of employees with little or no time off by implementing supportive and flexible policies.
- ❑ When schools are out and daycare options are unavailable or limited, consider ways to support employee childcare needs so they can return to work.
- ❑ Review options and policies on employees staying home to care for someone with COVID-19.
- ❑ Consider implementing paid sick leave for employees with COVID-19.
- ❑ Is there a way to operate different shifts? What does it look like? How do you determine who works which shift?
- ❑ Are there other policies that need created or updated to create and maintain a safe and healthy work environment?
- ❑ Are there unions or other regulatory entities that need to be consulted before implementing changes?
- ❑ Remind staff and employees of HIPAA guidelines and privacy rules so any positive COVID-19 cases remain confidential.
- ❑ Are there changes to flexible spending account benefits? These could be impacted by IRS rules.

Monitor Federal, State, and Local Regulation Guidance

- ❑ Review the Federal *Guidelines: Opening Up America Again*.
- ❑ Check Nebraska DHHS guidance for reopening businesses. When doing business is other states, check Health and Human Services rules and guidelines specific to that state.
- ❑ Check State of Nebraska Directed Health Measures (DHM) for reopening businesses. When doing business is other states, check State websites for other guidelines specific to that state.
- ❑ Read county and municipal orders as they may be different from State.
- ❑ Consult Department of Labor (DOL) guidelines.
- ❑ Consult Occupational Safety and Health Administration (OSHA) guidelines.
- ❑ Consult Equal Employment Opportunity Commission (EEOC) guidelines.
- ❑ Consult Americans with Disabilities Act (ADA) guidelines.

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APPENDIX D: Additional Occupations Checklists

There may be additional considerations for some businesses and organizations beyond these general checklists and guidelines. If Nebraska DHMs and/or DHHS guidelines exist for an occupation (see Appendix A & Appendix B5), these additional guidelines and measures must be followed.

Bus Transit Operator

- ❑ Consider asking passengers to enter and exit the bus through rear entry doors.
- ❑ Request passengers avoid standing or sitting within 6 feet of the driver.
- ❑ Instruct employees to avoid touching surfaces frequently touched by passengers.
- ❑ Provide gloves when required to touch surfaces contaminated by body fluids.
- ❑ Practice routine cleaning and disinfection of frequently touched surfaces, including surfaces in the driver cockpit commonly touched by the operator.
- ❑ Promote personal hygiene. If employees do not have access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❑ Institute measures to physically separate or force distance greater than 6 feet between bus transit operators and passengers. These may include use of physical partitions or visual cues (e.g., floor decals, colored tape, or signs to indicate to passengers where they should not sit or stand near the bus operator).

Construction Workers

- ❑ Allow employees to wear masks.
- ❑ Continue to use normal control measures, including PPE, necessary to protect employees from other job hazards associated with construction activities.
- ❑ Advise employees to avoid physical contact with others, and direct employees, contractors, and visitors to increase personal space to at least 6 feet, where possible. Where work trailers are used, all employees should maintain physical distancing while inside the trailers.
- ❑ Train employees on proper use, removal, and maintenance of protective clothing and equipment.
- ❑ Train and encourage proper respiratory etiquette, including covering coughs and sneezes with a tissue or elbow.
- ❑ Promote personal hygiene. If employees do not have access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❑ Use EPA–approved cleaning chemicals that are from List N or have label claims against the coronavirus.

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- ❑ To the extent tools or equipment must be shared, provide and instruct employees to use alcohol-based wipes to clean tools before and after use. When cleaning tools and equipment, employees should consult manufacturer recommendations for proper cleaning techniques and restrictions.
- ❑ Keep in-person meetings as short as possible Limit the number of people in attendance and use physical distancing practices.
- ❑ Clean and disinfect portable jobsite toilets regularly. Hand sanitizer dispensers (preferably no-touch) should be provided and maintained. Frequently touched items (e.g. door pulls and toilet seats) should be disinfected often.
- ❑ Encourage workers to report any safety and health concerns.
- ❑ Consider implementing staggered work schedules.

Grocery and Essential Retail Workers

- ❑ Promote personal hygiene. If employees do not have access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❑ Train and encourage proper respiratory etiquette, including covering coughs and sneezes with a tissue or elbow.
- ❑ Maintain regular housekeeping practices, including routine cleaning and disinfecting of surfaces.
- ❑ Practice sensible physical distancing, maintaining six feet between co-workers and customers, where possible.
- ❑ Post signage with healthy habits to be seen by both the employees and customers (e.g., bathrooms, entrance, time clock).
- ❑ Close self-serving food bars and bulk-bin options.
- ❑ Close fitting rooms.
- ❑ Encourage customers to use touchless payment options.

Long-Haul Truck Drivers

- ❑ Report any safety and health concerns.
- ❑ Limit close contact with others by maintaining a distance of at least 6 feet when possible.
- ❑ Limit time spent outside of the truck cab during fueling, loading, and unloading, and at rest and truck stops.
- ❑ Use paperless, electronic invoicing for fueling, deliveries, and other tasks, when available.
- ❑ Contact facilities in advance to make an appointment for unloading of cargo. Be aware that some facilities may not grant access to restrooms.
- ❑ Use radio/phone to talk with dock managers or other drivers, if possible.
- ❑ Pack food, water, and supplies to limit the number of stops.

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- ❑ Avoid shaking hands.
- ❑ Keep the truck well-ventilated.
- ❑ Wear a mask, if possible.
- ❑ Clean and disinfect frequently touched surfaces on a routine basis such as:
  - ○ In the truck cab (door handles, steering wheel, seat belts and buckles, arm and head rests, seat covers, turn signal, wiper controls, dashboard, air ducts, radio, and temperature controls).
  - ○ In the sleeper berth.
  - ○ If a third party must have access to the interior of your truck (e.g. mechanics, other drivers, inspectors), request that they clean and disinfect the truck before turning it back over to you.
  - ○ For disinfection, use EPA–approved cleaning chemicals that are from List N or have label claims against the coronavirus.
- ❑ Promote personal hygiene. If there is no access to soap and water for handwashing, use alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❑ Avoid touching surfaces often touched by others when outside of the cab.
- ❑ Do not share personal protective equipment (PPE) (such as vests, safety glasses, hard hats), tools, phones, radios, or other personal items.
- ❑ Use pre-qualified truck stops or hotels identified by your employer as having appropriate COVID-19 protections.
- ❑ When team driving or ride-alongs are required, wear cloth face coverings inside the truck and avoid sharing bedding in the sleeper berth.

Manufacturing Workers & Employers

- ❑ Consider limiting the duration of work activities or implementing innovative approaches where physical distancing is a challenge. (e.g. temporarily moving or repositioning workstations, installing barriers between workstations.)
- ❑ Monitor state and district public health communications regarding COVID-19 recommendations for the workplace. Ensure that employees can access and understand that information.
- ❑ Train employees on proper use, removal, and maintenance of protective clothing and equipment.
- ❑ Allow employees to wear masks.
- ❑ Train and encourage proper respiratory etiquette, including covering coughs and sneezes with a tissue or elbow.
- ❑ Discourage employees from sharing tools and equipment.
- ❑ Use EPA–approved cleaning chemicals that are from List N or have label claims against the coronavirus.

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- ❏ Promote personal hygiene. If employees do not have access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❏ Encourage staff and employees to report any safety and health concerns.

Meat and Poultry Processors

- ❏ Modify the alignment of workstations, including along processing lines, if feasible, so that workers are at least six feet apart in all directions (e.g., side-to-side and when facing one another), when possible.
- ❏ Use physical barriers, such as strip curtains, plexiglass or similar materials, or other impermeable dividers or partitions, to separate meat and poultry processing workers from each other, if feasible.
- ❏ Ensure adequate ventilation in work areas to help minimize workers' potential exposures.
- ❏ If fans are used in the facility, take steps to minimize air from fans blowing from one worker directly at another worker.
- ❏ Place handwashing stations or hand sanitizers with at least 60% alcohol in multiple locations to encourage hand hygiene. If possible, choose hand sanitizer stations that are touch-free.
- ❏ Add additional clock in/out stations, if possible, that are spaced apart, to reduce crowding in these areas. Consider alternatives such as touch-free methods or staggering times for workers to clock in/out.
- ❏ Remove or rearrange chairs and tables, or add partitions to tables, in break rooms and other areas workers may frequent to increase worker separation.
- ❏ Identify alternative areas to accommodate overflow volume such as training and conference rooms or using outside tents for break and lunch areas.
- ❏ Encourage single-file movement with a six-foot distance between each worker through the facility, where possible.
- ❏ Designate workers to monitor and facilitate distancing on processing floor lines.
- ❏ Stagger break times or provide temporary break areas and restrooms to avoid groups of workers during breaks.
- ❏ Workers should maintain at least six feet of distance from others, including on breaks.
- ❏ Consider staggered shifts.
- ❏ Provide visual cues (e.g., floor markings, signs) as a reminder to workers to maintain social distancing.
- ❏ Encourage workers to avoid carpooling to and from work, if possible.
- ❏ If carpooling or using company shuttle vehicles is a necessity for workers, the following control practices should be used:
  - o Limit the number of people per vehicle as much as possible. This may mean using more vehicles.
  - o Encourage employees to maintain social distancing as much as possible.

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- o Encourage employees to use hand hygiene before entering the vehicle and when arriving at the destination.
  - o Encourage employees in a shared van or car space to wear cloth masks.
  - o Clean and disinfect commonly touched surfaces after each carpool or shuttle trip (e.g., door handles, handrails, seatbelt buckles).
- ❑ Train and encourage proper respiratory etiquette, including covering coughs and sneezes with a tissue or elbow.

Transportation

- ❑ Provide training on proper handwashing practices and other routine infection control precautions.
- ❑ Promote personal hygiene. If employees do not have access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels employees can use to clean work surfaces.
- ❑ Provide employees with appropriate PPE for themselves and visibly sick passengers, taking into account potential PPE shortages, and providing training on using the PPE.
- ❑ Encourage employees to limit or minimize close contact with others by maintaining a distance of at least 6 feet from each other, when possible.
- ❑ Conduct frequent cleaning of employee break rooms, rest areas, and other common areas.
- ❑ Train and encourage proper respiratory etiquette, including covering coughs and sneezes with a tissue or elbow.
- ❑ Provide tissues and no-touch disposal receptacles for employee use.

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Appendix E: Mental & Behavioral Health Resources

Listed below are resources that address a variety of mental and behavioral topics, including reducing the stigma of mental health, suicide, addiction, substance abuse, domestic violence, self-identification, and more.

If you, or anyone else, is in a crisis situation, call 911 or the appropriate hotline.

Suicide Prevention

American Foundation for Suicide Prevention (AFSP): A national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week.https://afsp.org/get-help

Are you in a crisis? Call **800-273-8255** or text **TALK** or **GO** to **741741**

Addiction/Substance Abuse

Alcoholics Anonymous: https://aa-intergroup.org/oiaa/meetings/

Al-Anon & Alateen: https://www.smartrecovery.org/community/calendar.php

Celebrate Recovery: https://www.celebraterecovery.com/

Narcotics Anonymous: https://virtual-na.org/

The Partnership for Drug-free Kids Helpline: Call 1-855-378-4373 if you are having difficulty accessing support for your family or a loved one struggling with addiction faces during COVID-19.

Substance Abuse and Mental Health Services Association (SAMHSA): https://www.samhsa.gov/find-help/national-helpline

Free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders. 1-800-662-HELP (4357)

SMART Recovery: https://www.smartrecovery.org/ https://www.smartrecovery.org/community/calendar.php

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The Boys Town National Hotline: Not just for boys. For all teens and their parents, this hotline is available 24 hours a day, 365 days a year, with specially trained counselors. A TDD line is available (1-800-448-1833), allowing counselors to communicate with speech-impaired and deaf callers.   800-448-3000

Nebraska LOSS (Local Outreach to Suicide Survivors) Teams: Trained professionals acting as volunteers, bringing immediate support to those who have lost a loved one to a completed suicide. Visit NElossteam.nebraska.edu for a map with phone numbers of LOSS teams across the state.

Domestic Violence & Other Abuse

National Domestic Violence Hotline: Victims and survivors can call 1-800-799-7233 (TTY 1-800-799-7233).

If you are unable to speak safely, log onto thehotline.org or text **LOVEIS** to **22522**

The National Sexual Assault Telephone Hotline: Call 1-800-656-HOPE (1-800-656-4673) to be connected with a trained staff member from a sexual assault service provider in your area.

Grief

Personal Grief Coach: For help coping with grief, trauma, and distress assistance after suicide. http://www.personalgriefcoach.net/

Mental Health America (MHA) Bereavement & Grief: https://www.mhanational.org/bereavement-and-grief

HelpGuide Coping with Grief and Loss: https://www.helpguide.org/articles/grief/coping-with-grief-and-loss.htm

Coping With COVID-19

American Foundation for Suicide Prevention (AFSP): https://afsp.org/mental-health-and-covid-19

American Psychological Association (APA): https://www.apa.org/topics/covid-19/

CDC Stress and Coping with COVID-19: https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html

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Mental Health First Aid (MHFA): https://www.mentalhealthfirstaid.org/news-and-updates/

Mental Health America: https://mhanational.org/covid19

Spiritual Resources from Harvard: https://hds.harvard.edu/life-at-hds/religious-and-spiritual-life/spiritual-resources-during-covid-19-pandemic

Young Children and COVID-19: https://www.zerotothree.org/resources/3210-tips-for-families-coronavirus

Reducing Stigma About Mental Health

Find Your Words: https://findyourwords.org/

Kaiser Permanente Mental Health Support:
https://healthy.kaiserpermanente.org/health-wellness/mental-health.html%3Fkp_shortcut_referrer=kp.org/mentalhealth

Specialty Resources

The Steve Fund: Young people of color can text keyword "STEVE" to 741741 to connect with a trained crisis counselor 24/7.

The Trevor Project Resources: Call 1-866-488-7386, instant-message a counselor on their website, or text "START" to 678678 24/7.

Trans LifeLine: Call 1- (877) 565-8860 24/7. Trans LifeLine is a trans-led organization.

The Unlonely Project: Building community in social isolation. https://artandhealing.org/

Rural Nebraska Community Wellness (UNL): https://ruralwellness.unl.edu/

Rural Response Hotline: The hotline offers access to many attorneys, financial advisors, professional counselors, mediators, clergy, and others. There are 167 behavioral health professionals working with the Rural Response Hotline. Ask about no-cost vouchers for counseling services.   800-464-0258

Negotiations Program: Mediation services for agricultural borrowers, creditors, and USDA program participants. Free one-on-one education on agricultural financial and legal matters. 402-471-4876

www.neprep.org
PO Box 460715
Papillion, NE 68046
402-979-7207

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Veterans Crisis Line: Connect with this resource to reach caring, qualified responders within the Department of Veterans Affairs. 800-273-8255, Press 1 or text to 838255

Other/General

National Alliance on Mental Health (NAMI) National HelpLine Warmline:

Nebraska:	Keya House Warmline	(402) 261-5959	24/7
Iowa:	Your Life Iowa	(855) 581-8111	24/7
	Foundation 2 Crisis Line (IA residents only)	(319) 362-2174	24/7
National:	Call 1-800-950-NAMI (1-800-950-6264) or email info@nami.org		

Substance Abuse and Mental Health Services Association (SAMHSA): https://www.samhsa.gov/find-help/national-helpline

Free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders. **1-800-662-HELP (4357)**

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