Mitigation Plan
The Fairbanks Native Association (FNA) will be following Federal CDC, State of Alaska, and local health mandates to take action to help slow the spread of respiratory virus infections. This is vitally important before a vaccine or drug becomes widely available.

The primary purpose of this document is to make aware to the general public the actions taken by FNA to provide a safe and mindful place of service and employment.

Please be advised that an inherent risk of exposure to COVID-19 exists in any public space where people are present. COVID-19 is an extremely contagious disease that can lead to severe illness and death.
Administration

Substantial Spread

- Cancel non-essential work travel.
- Implement extended remote work arrangements (when feasible).
- Cancel work-sponsored conferences, tradeshows, etc.
- Cancel community gatherings of any size.

Moderate Spread

- Encourage staff to work remotely (when feasible), particularly individuals at increased risk of severe illness.
- Implement social distancing measures:
  - Increasing physical space between workers at the worksite
  - Staggering work schedules
  - Decreasing social contacts in the workplace (e.g., limit in-person meetings, meeting for lunch in a common room, etc.)
- Limit large work-related gatherings (e.g., on-site staff meetings, after-work functions).
- Limit non-essential work travel.
- Consider regular health checks (e.g., temperature and respiratory symptom screening) of staff and visitors entering buildings (if feasible).
- Require all staff to wear a facemask when moving in the building.
- Install physical barriers, such as sneeze guards and partitions, at reception area and spaces that are unable to maintain social distance of at least 6 feet.

Minimal Spread

- Know where to find local information on COVID-19 and local trends of COVID-19 cases.
- Know the signs and symptoms of COVID-19 and what to do if staff become symptomatic at the worksite.
- Review, update, or develop workplace plans to include:
  - Liberal leave and remote work policies.
  - Consider alternate team approaches for work schedules.
- Encourage employees to stay home and notify workplace administrators when sick.
- Encourage personal protective measures among staff (e.g., stay home when sick, handwashing, wearing face masks and respiratory etiquette).
- Clean and disinfect frequently touched surfaces daily.
- Ensure hand hygiene supplies are readily available in building.

Post Vaccine (No Spread)

- Encourage personal safety measures among staff (e.g., stay home when sick, handwashing, and self-health awareness).
Behavioral Health Services

Substantial Spread
- Restrict or limit visitors to reduce facility-based transmission.
- Identify areas of operations that may be subject to alternative standards of care and implement necessary changes.
- Establish cohort units or facilities for large numbers of consumers.
- Requiring all Health Care Personnel (HCP) to wear a facemask when in the building.

Moderate spread
- Implement changes to visitor policies to further limit exposures to HCP and consumers. Changes could include temperature/symptom checks for visitors, limiting visitor movement in the facility, etc.
- Implement triage before entering facilities (e.g., parking lot triage, front door), phone triage, and telemedicine to limit unnecessary healthcare visits.
- Actively monitor absenteeism and respiratory illness among HCP and consumers.
- Actively monitor PPE supplies.
- Establish processes to evaluate and test large numbers of consumers and HCP with respiratory symptoms (e.g., designated clinic, surge tent).
- Require all staff to wear a facemask when moving in the building.
- Begin to cross train HCP for working in other programs in anticipation of staffing shortages.

Minimal spread
- Provide healthcare personnel and systems with tools and guidance needed to support their decisions to care for consumers in long-term care facilities.
- Develop systems for phone triage and telemedicine to reduce unnecessary healthcare visits.
- Assess facility infection control programs; assess personal protective equipment (PPE) supplies and optimize PPE use.
- Assess plans for monitoring of HCP and plans for increasing numbers of HCP if needed.
- Assess visitor policies.
- Assess HCP sick leave policies (healthcare facilities should provide non-punitive sick leave options to allow HCP to stay home when ill).
- Encourage HCP to stay home and notify healthcare facility administrators when sick.
- In conjunction with local health department, identify exposed HCP, and implement recommended monitoring and work restrictions.
- Implement triage prior to entering facilities to rapidly identify and isolate patients with respiratory illness (e.g., phone triage before patient arrival, triage upon arrival).

Post Vaccine (No Spread)
- Encourage personal safety measures among staff (e.g., stay home when sick, handwashing, and self-health awareness).
Cultural Programs – Senior Services

Substantial Spread
- Implement extended remote work arrangements (when feasible).
- Cancel elder on-site meetings, lunches, etc.
- Cancel community gatherings of any size.

Moderate Spread
- Encourage staff to work remotely (when feasible), particularly individuals at increased risk of severe illness.
- Implement social distancing measures:
  - Increasing physical space between workers at the worksite
  - Staggering work schedules
  - Decreasing social contacts in the workplace (e.g., limit in-person meetings, meeting for lunch in a common room, etc.)
- Limit large work-related gatherings (e.g., on-site staff meetings, after-work functions).
- Implement safe practices for food distribution to elders.
  - Reduce contact within 6 feet of all individuals not in same-family network.
- Require all staff to wear a facemask when moving in the building.
- Install physical barriers, such as sneeze guards and partitions, at reception area and spaces that are unable to maintain social distance of at least 6 feet.
- Intensify cleaning, disinfection, and ventilation

Minimal Spread
- Know where to find local information on COVID-19 and local trends of COVID-19 cases.
- Know the signs and symptoms of COVID-19 and what to do if staff become symptomatic at the worksite.
- Review, update, or develop workplace plans to include:
  - Liberal leave and remote work policies.
  - Consider alternate team approaches for work schedules.
- Encourage employees to stay home and notify workplace administrators when sick.
- Encourage personal protective measures among staff (e.g., stay home when sick, handwashing, wearing face masks and respiratory etiquette).
- Clean and disinfect frequently touched surfaces daily.
- Ensure hand hygiene supplies are readily available in building.

Post Vaccine (No Spread)
- Encourage personal safety measures among staff (e.g., stay home when sick, handwashing, and self-health awareness).
- Allow elders to return to facility for services and meals.
Early Childhood Development, Language Project & Tribal Home Visiting

Cultural Programs (JOM) – K-12 activities

Substantial Spread

- Long-term school dismissal, either as a preventative measure or because of staff and/or student absenteeism.
- Cancellation of school-associated congregations, particularly those with participation of high-risk individuals.
- Implement distance learning if feasible.

Moderate Spread

- Implement social distancing measures;
  - Reduce the frequency of large gatherings (e.g., assemblies), and limit the number of attendees per gathering.
  - Alter schedules to reduce mixing (e.g., stagger recess, entry/dismissal times)
  - Eliminate or substantially limit inter-class interactions
- Consider distance or e-learning in some settings
- Conduct regular health checks (e.g., temperature and respiratory symptom screening) of students and staff
- Restrict or significantly limit and visitors (if feasible).
- Require all adults and encourage all age-appropriate children to wear a facemask when moving in the building.
- Short-term dismissals for classrooms as needed (e.g., if cases in staff/students) for cleaning and contact tracing.
- Students at increased risk of severe illness should consider implementing individual plans for remote learning, e-learning.

Minimal Spread

- Know where to find local information on COVID-19 and local trends of COVID-19 cases.
- Know the signs and symptoms of COVID-19 and what to do if students or staff become symptomatic at school/childcare site.
- Review and update emergency operations plan (including implementation of social distancing measures, distance learning if feasible) or develop plan if one is not available.
- Evaluate whether there are students or staff who are at increased risk of severe illness and develop plans for them to continue to work or receive educational services if there is moderate levels of COVID-19 transmission or impact.
  - Parents of children at increased risk for severe illness should discuss with their health care provider whether those students should stay home in case of school or community spread.
  - Staff at increased risk for severe illness should have a plan to stay home if there are school-based cases or community spread.
- Encourage staff and students to stay home when sick and notify school administrators of illness (schools should provide non-punitive sick leave options to allow staff to stay home when ill).
• Encourage personal protective measures among staff/students (e.g., stay home when sick, handwashing, mask usage and respiratory etiquette).
• Clean and disinfect frequently touched surfaces daily.
• Ensure hand hygiene supplies are readily available in buildings.

Post Vaccine (No Spread)
• Encourage personal safety measures among staff/students (e.g., stay home when sick, handwashing, and self-health awareness).