

Bethel Church COVID-19 Exposure Control, Mitigation and Recovery Plan

The following apply to all employees, members, volunteers, and visitors while on Bethel property at any campus. Use of Bethel's facilities must follow all State guidelines. This document will be updated periodically as guidelines are clarified or revised. Bethel may choose to exercise additional restrictions and guidelines above and beyond those required by the State.

Facility Use

1. All Bethel facility use must be reserved and approved through Bethel's Facility Coordinator. Reservation process will vary based on event type.

PPE Utilization

1. *Wear face coverings at all times while on church property (whether indoor or outdoor) with the following exceptions:
 - a. Employees and volunteers working alone in a designated office or workspace with the door closed (if applicable).
 - b. Employees and volunteers being recorded for streaming online services. All other employees and volunteers associated with recording, including camera operators and production staff, must wear masks or face coverings as required in this document.
 - c. Employees and volunteers hosting, speaking, or leading worship in front of an audience may remove their mask for the time they are speaking only so long as they maintain a safe distance from the crowd greater than 6 ft.
 - d. Employees and volunteers working outside by themselves on the facilities/grounds (e.g. mowing the lawn).
 - e. Children age 1 and younger. Parents should work with children ages 2, 3 and 4 to wear a face covering if possible, but it is not required.
 - f. People who have disabilities that prevent them from comfortably wearing or taking off face coverings OR disabilities that prevent them from communicating while wearing face coverings.
 - g. People who have respiratory conditions or breathing trouble.
 - h. People who have been told by a medical, legal, or behavioral health professional not to wear face coverings.
 - i. People who are communicating with others who are deaf or hard of hearing.
2. Use rubber gloves when disinfecting surfaces.

**Reference 1) [Guidance on Cloth Face Coverings from the Washington State Department of Health](#), 2) [Coronavirus \(COVID-19\) Common Questions Regarding Worker Face Covering and Mask Requirements from the Washington State Department of Labor and](#)*

[Industries](#), and 3) a June 24, 2020 phone call between Bethel and Washington State Department of Health State COVID-19 Assistance Hotline (1-800-525-0127)

Physical Distancing

1. Maintain 6 feet space between people and workspaces. When it is not possible to maintain 6 feet of distance, physical barriers will be installed. This does not apply to members of the same household.
2. Markings added where applicable on floors and seats to indicate a 6-foot radius.
3. No direct physical contact between people. This does not apply to members of the same household.
4. Any food, drinks, snacks, or other consumables may not be shared in a communal container or plate.

Hygiene

1. Wash or use hand sanitizer often. Specifically, before arriving at the church, after using restrooms, and after coughing, sneezing or blowing nose.
2. Avoid touching eyes, nose and mouth with unwashed hands.

Sanitation & Disinfection

1. Bethel employees and custodial staff will disinfect and sanitize facilities after each event or activity.
2. Disinfectant will be made available at multiple locations throughout all facilities.
3. Cleaning supplies will be monitored and frequently replenished.
4. Clean visibly dirty surfaces with soap and water.
5. Disinfect high-touch surfaces after each use. High-touch surfaces include, but are not limited to, workstations, mirrors, chairs, headrests and armrests, doorknobs, handrails, restrooms, and breakrooms.
6. Follow all instructions on disinfectant label.

Symptom Monitoring

1. Prior to arriving at Bethel property, self-screen for signs and symptoms of COVID-19. This includes:
 - a. Body temperature – any individual with a temperature of 100.4°F will not be permitted on Bethel property and should stay home.
 - b. Any individual with a household member who has been diagnosed with COVID-19 or with [symptoms of COVID-19](#) may not attend.
 - c. Stay home if you are feeling any sickness, or believe you may be sick or exposed in any way.

Safety Training & Compliance

1. CDC, DOH, and OSHA posters (as applicable) shall be visibly posted at all gathering locations indoor and outdoor.
2. All events and activities will include a trained “COVID-19 Location Supervisor”. Training includes:
 - a. The details of this “COVID-19 Exposure Control, Mitigation and Recovery Plan”.
 - b. Disinfecting procedures.
 - c. How to graciously correct those in violation of this “COVID-19 Exposure Control, Mitigation and Recovery Plan”.
3. Prior to resuming work onsite following a time of teleworking, all employees will receive COVID-19 Employee Training including:
 - a. The details of this “COVID-19 Exposure Control, Mitigation and Recovery Plan”.
 - b. Signs, symptoms, and risk factors associated with COVID-19.
 - c. How to prevent the spread of COVID-19 at work, including steps being taken in the workplace to establish social distancing, frequent handwashing, and other precautions.
 - d. How to effectively wash hands with soap and water for at least twenty seconds.
 - e. Proper respiratory etiquette, including covering coughs and sneezes and not touching eyes, noses, or mouths with unwashed hands or gloves.

Limiting Exposure

The following additional requirements are in place to limit exposure while on Bethel property:

1. As much as possible, entry and exit into Bethel facilities will be restricted to one location.
2. No choirs shall perform during church services. Singing is permitted but individuals must not remove their face coverings to sing. Employees and volunteers leading worship in front of an audience may remove their mask for the time they are speaking/singing only so long as they maintain a safe distance from the crowd greater than 6 ft.
3. Outdoor restrooms – during the time that restrictions are for outdoor facility use only, portable restrooms with soap and water and/or hand sanitizer will be provided. Indoor restrooms will remain closed.
4. Indoor restrooms – when restrictions are reduced and indoor gatherings resume, no more than 2 people may be in a single restroom at a time. Individuals waiting must maintain six feet of distance between the next person in line outside the restroom.
5. Tissues, trashcans and hand sanitizer will be liberally placed throughout Bethel’s facilities.

Exposure Response & Incident Reporting and Recovery

Upon notification of exposure Bethel will:

1. Identify an area to separate anyone who exhibits symptoms of COVID-19 during the hours of operation until that person can safely leave the property. If applicable, Bethel will ensure that children are not left without adult supervision.

2. Ask a person who exhibits symptoms of COVID-19 to leave the facility through self-transportation. If that isn't possible, medical personnel will be called to aid with transportation.
3. Notify local health officials if a person diagnosed with COVID-19 has been in the facility and communicate with staff and congregants about potential exposure while maintaining confidentiality as required by the Americans with Disabilities Act (ADA).
4. Advise those who have been exposed to stay home and self-monitor for symptoms, and follow CDC guidance if symptoms develop.
5. Close off areas used by a person with symptoms of COVID-19 until the area has been cleaned and disinfected in accordance with CDC guidelines.
6. Advise staff and congregants with symptoms of COVID-19 or who have tested positive for COVID-19 not to return to the facility until a) 3 days with no fever, b) symptoms have improved, and c) 10 days have passed since symptoms first appeared.