**COVID-19 exposure control mitigation, and recovery plan for The Roost CrossFit LLC**

The Roost CrossFit LLC is committed to providing a safe and healthy workplace for all our workers and athletes. To ensure we have a safe and healthy workplace, we have developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. All staff are responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities, and that requires full cooperation among our staff and athletes. Through this cooperative effort can we establish and maintain the safety and health of our workers and workplaces.

Owners and staff are responsible for implementing and complying with all aspects of this COVID-19 Preparedness Plan. The Roost CrossFit staff have our full support in enforcing the provisions of this policy.

We are serious about safety and health and keeping our workers working at The Roost CrossFit. Worker involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our workers in this process by asking for input, concerns, and ideas. We have worked with our staff to answer questions, address concerns, and develop appropriate actions surrounding all concerns. Our COVID-19 Preparedness Plan follows Centers for Disease Control and Prevention (CDC) and Washington Department of Health (WaDOH) guidelines, federal OSHA standards related to COVID-19 and Executive Order 20-48, and addresses:

* screening for employees
* hygiene and respiratory etiquette;
* engineering and administrative controls for social distancing and PPE usage;
* staff and athlete symptom monitoring;
* cleaning, disinfecting, decontamination and ventilation;
* prompt identification and isolation of sick persons and exposure response;
* communications and training that will be provided to managers and workers; and
* management and supervision necessary to ensure effective implementation of the plan.
* communications and instructions for customers.

**Screening and policies for employees exhibiting signs and symptoms of COVID-19**

Workers have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess workers’ health status prior to entering the workplace and for workers to report when they are sick or experiencing symptoms.

* Staff requested to take temperature at home before shift. Any reading over 100.4 shall stay home.
* Any staff experiencing cough, shortness of breath, fever, loss of taste or smell, vomiting or diarrhea shall stay home.
* Staff should communicate with owners via phone call or text if choosing to stay home.
* Staff experiencing any of these things at work will be sent home immediately.

The Roost CrossFit has implemented leave policies that promote workers staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household. There will be no penalty assessed to employment status or scheduling because of absence.

The Roost CrossFit has also implemented a policy for informing workers if they have been exposed to a person with COVID-19 at their workplace and requiring them to quarantine for the required amount of time. Any potential or confirmed exposure will be communicated via phone call from an owner.

**Handwashing**

Basic infection prevention measures are being implemented at our workplaces at all times. Workers are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the toilet. All athletes will be required to wash or sanitize their hands prior to or immediately upon entering the facility. Hand-sanitizer dispensers (that use sanitizers of greater than 60% alcohol) are at entrances and locations in the workplace so they can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled.

Sinks with warm water, soap, disposable paper towels and trash receptacles are located throughout the facility. They will be included in the routine housekeeping schedule to ensure common touch points are frequently disinfected and supplies are restocked.Hand sanitizer will be available at the entry doors as well as throughout the facility.

Staff will wash hands frequently throughout their shifts.

**Respiratory etiquette: Cover your cough or sneeze**

Staff and athletes are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing and to avoid touching their face, in particular their mouth, nose and eyes, with their hands. They should dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately afterward. Respiratory etiquette will be supported by making tissues and trash receptacles available to all staff and athletes.

**Social distancing and PPE**

Social distancing of six feet will be implemented and maintained to the greatest extent possible between staff and athletes through the following engineering and administrative controls: Scheduling of class times to ensure no more than 5 athletes per coach and less than 30% building occupancy at all times. Social distancing signage will be displayed throughout facility. Athletes will be encouraged to arrive at their designated time and leave immediately after class to lessen any congregations. Equipment will be pre-placed reducing the need for athletes to gather at facility choke points and ensuring proper distancing during class. Entry will be made through the open roll-up door when weather permits. Guests, children, and spectators will not be allowed inside the facility at this time.

Non-medical paper masks will be available for staff. Gloves will be available for all sanitizing. An infrared, touchless thermometer will be available.

**Staff and Athlete symptom monitoring**

Staff will be asked to self-monitor BEFORE coming to work by taking a temperature and answering “no” to the following questions:

* Have you been in close contact with a confirmed case of COVID-19?
* Are you experiencing a cough, shortness of breath, or sore throat?
* Have you had a fever in the last 48 hours?
* Have you had a loss of taste or smell?
* Have you had vomiting or diarrhea in the last 24 hours?

Athletes will be asked to confirm a “NO” answer to the above questions before entering the facility each day. Any “Yes” answer and the staff or athlete will be asked to return home. A touchless infrared thermometer will be available and any athlete registering a temperature above 100.4º will be asked to return home. Signage at entrance will instruct people who have symptoms or have been diagnosed with COVID19 that they cannot enter and should return home.

Athletes will also sign a waiver of consent to these reopening policies. Athletes will receive training regarding hand washing policies, use of sanitizers and PPE, social distancing, entry and exit procedures, class time reservation procedures, appropriate conduct, visitor policy, and symptom reporting procedures.

**Cleaning, disinfection, and ventilation**

Regular housekeeping practices are being implemented, including routine cleaning and disinfecting of work surfaces, equipment, areas in the work environment, including restrooms and hand washing stations. Frequent cleaning and disinfecting will be conducted in high-touch areas, such as door handles, railings and hand sanitizer dispensers.

During open hours, a bleach solution (4T/Qt H2O) will be sprayed directly on equipment and high-touch areas and left for a duration of one minute before wiping with a paper towel. As an alternative, the same bleach solution can be sprayed on a paper towel and items sensitive to moisture can be wiped. Bleach solution will be made daily. Bleach solution in spray bottles, paper towels, gloves and trash receptacles will be available throughout the facility. All equipment and high touch areas will be cleaned after each group session, or at least once an hour. Floors will be sanitized as needed.

Appropriate and effective cleaning and disinfectant supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications and are being used with required personal protective equipment for the product. These include bleach, hand sanitizer, masks, gloves, paper towels, trash cans and liners, and instructional signage.

 The maximum amount of fresh air is being brought into the workplace, air recirculation is being limited and ventilation systems are being properly used and maintained. As weather permits, large exterior door will be opened.

**Exposure response**

After any confirmed or reported exposure, staff and athletes will be notified via telephone and should monitor their health for fever, cough and shortness of breath for 14 days. In addition, any staff or athlete who tests positive should notify the owners via telephone so that any exposure in the two weeks prior can be communicated.

Confirmed or reported exposures will result in a thorough cleaning and disinfecting of the entire facility immediately, even if short term closure is required.

**Communications and training**

This COVID-19 Preparedness Plan was communicated verbally and sent digitally to all workers on June 1, 2020and necessary training was provided. Additional communication and training will be ongoing, in person each shift and provided to all workers who did not receive the initial training. Instructions will be communicated to customers and visitors about entry, signing in, maintaining social distance, required hygiene and sanitation, and recommended PPE.

Athletes will also be advised not to enter the workplace if they are experiencing symptoms or have contracted COVID-19. Language will be displayed on websites and social media platforms as well as on posters at the entrance to the facility.Staff are to monitor how effective the program has been implemented by being aware, watching athletes, and educating athletes about the policy.Owners and staff are to work through this new program together and update the training as necessary. This COVID-19 Preparedness Plan has been certified by The Roost CrossFit LLC management and was posted throughout the workplace on 01 June 2020. It will be updated as necessary.

Certified by:

**Melynda and TJ Callahan**

**Jorden Steele, Nathan Hollenback**

**Justin Murner**

Roost Crossfit LLC owners