

August 14, 2020

## Hibbing Community College COVID-19 Campus Preparedness Plan

Hibbing Community College is committed to providing a safe and healthy environment for students, employees, and members of our campus community. To support that commitment, we have developed a Campus Preparedness Plan in response to the COVID-19 pandemic, utilizing guidance provided by the Minnesota Department of Health (MDH) and consistent with Minnesota OSHA Standards and the Centers for Disease Control and Prevention (CDC) health, safety, and operational guidelines.

Every individual who comes to our campus is responsible for implementing this plan. Mitigating transmission of COVID-19 on our campus requires full cooperation of our entire campus community.

College employees and students, as well as visitors from the community, must comply with all aspects of this plan. HCC supervisors and instructors have the full support of college administration and the Minnesota State System Office to enforce the provisions of this plan.

While this plan is designed to accommodate students and employees on our campus, **the preferred course of action for students and employees is to continue to learn and work from home as much as possible.**

If it is necessary and permissible for employees and students to be on campus, Hibbing's Campus COVID-19 Preparedness Plan must be followed by all programs and departments. This plan includes information and expectations on the following topics:

- Communication
- Screening Policies
- Handwashing and Respiratory Etiquette
- Face Coverings
- Social Distancing
- Enforcement
- Housekeeping
- Training
- Appendix A: COVID-19 Notice
- Appendix B: Pre-Entry Screening
- Appendix C: Positive Case Protocols
- Appendix D: Campus Cleaning and Maintenance Guide
- Appendix E: Resources

## Communication

Campus and System Office leaders will communicate with students, faculty, staff, and other community members to inform about the parameters and set expectations for in-person, face-to-face activities on campus. Communication related to COVID-19 will continue for the foreseeable future, utilizing text messaging, e-mail, social media, website postings, telephone calls, campus signs, and other means.

Communication prior to a new in-person activity on campus should include HCC's COVID-19 Notice (see Appendix A).

## Screening Policies

Employees, students, and visitors must use the online COVID-19 Self-Assessment Screening Tool prior to entering campus (see Appendix B: Pre-Entry Screening).

Employees will follow the normal process of informing supervisors if they are sick or experiencing symptoms while at home or work. Students should inform the faculty for their courses. **Hibbing Community College asks all faculty/staff and students to self-isolate in their home/place of residence if experiencing signs of the COVID-19 virus. Minnesota Department of Health offers testing locations in all counties, and we encourage the pursuit of testing.**

Hibbing Community College has implemented leave policies that encourage workers to stay 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. Contact the Hibbing Community College Human Resources office for information pertinent to your specific situation.

Accommodations for workers with underlying medical conditions or who have household members with underlying health conditions have been implemented. Contact the Hibbing Community College Human Resources office for information pertinent to your specific situation.

Hibbing Community College will follow Minnesota Department of Health and local health department guidance and direction to inform employees and students if they have been exposed to a person with COVID-19 on campus and a quarantine period is necessary for the required amount of time (see Appendix C: Positive Case Protocols). In addition, the Human Resources office will manage any confidential medical information to protect the privacy of workers' health status and health information.

## Handwashing and Respiratory Etiquette

Basic infection prevention measures are required at our campus at all times. Employees and students 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 time on campus, prior to any mealtimes, and after using a restroom. All visitors to campus facilities will be required to wash their hands prior to or immediately upon entering the facility. All work spaces, classrooms, labs, and shop areas are in close proximity to restrooms with sinks for handwashing and/or hand sanitizer. Additionally, most shops and labs have sinks for handwashing. Hand sanitizer dispensers will be deployed in high-traffic locations.

Employees and visitors are expected 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 the trash and wash or sanitize their hands immediately afterward. Respiratory etiquette will be demonstrated on posters and supported by making tissues and trash receptacles available in work, classroom, lab, and shop spaces.

## Face Coverings

The Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) advise the use of simple cloth face coverings to slow the spread of COVID-19 and to help people who are unaware they have the virus from spreading it to others. Face coverings are intended to prevent wearers who have COVID-19 without knowing it (those who are asymptomatic or pre-symptomatic) from spreading potentially infectious respiratory droplets to others. When you wear a face covering, you demonstrate care about the health and safety of those in our campus community.

The following face covering guidelines must be observed on our campus:

- Face coverings **must be worn at all times on campus in public settings** (e.g., common workspaces, public spaces, hallways, stairwells, elevators, meeting rooms, classrooms, labs, break rooms, restrooms, etc.). Face coverings are also required in outdoor settings on campus if social distancing cannot be observed.
- Face coverings are **NOT required in the following situations**:
  - When eating or drinking (social distancing must still be observed).
  - When alone in an office, study area, or other space or where permitted by an official notice posted in a space.
  - When in one's assigned apartment or residence hall room.
  - When alone in a vehicle.
  - When unable to wear a face covering while exercising in a campus recreation facility as long as all other facility policies, rules, and guidelines are followed.
  - When an accommodation is necessary as indicated by a medical or similar subject matter expert and granted by express written permission of the college.
- Faculty who are delivering on-campus instruction may use a face shield instead of a face covering, provided they are located within a delineated teaching area that is no less than 10 feet from students.
- Employees and students should provide their own face covering.
- If an employee or student comes to campus without a face covering, one will be provided by the college.
- An employee who cannot wear a face covering due to medical or other reasons should contact Human Resources for possible accommodation measures. Students should contact Accessibility Services for possible accommodation measures.

### Recommendations for Face Coverings

A multi-ply tightly woven cotton cloth or multi-ply disposable face covering is recommended. When worn, the covering must extend from the bridge of the nose to below the chin. Reusable cloth face coverings are acceptable, as are disposable paper face masks.

Cloth face coverings should:

- Fit snugly but comfortably against the side of the face
- Be secured with ties or ear loops
- Include multiple layers of fabric
- Allow for breathing without restriction
- Be able to be laundered and machine-dried without damage or change to shape

### **Care and Use of Face Coverings**

Each individual is responsible to care for their own face covering. Disposable face coverings are to be discarded as ordinary refuse after a single day's use unless a workplace requirement requires a different disposal method. Reusable cloth face coverings should be washed regularly. Face coverings that are visibly soiled, in poor condition, or that make it difficult to breathe should not be used.

When using a face covering:

- Wash or use sanitizer on hands before and after touching covering
- Avoid touching front of face covering (e.g., if equipped with ear loops, only touch ear loops)
- Do not touch the face covering except to adjust it to nose and face
- At all times, the covering should cover the nose and mouth, wrap under the chin, and limit gaps
- Do not share your face covering with others

### **Practice Kindness and Patience**

In implementing this directive, we must ensure a sense of wellbeing for all members of our community. We recognize that a directive to wear face coverings may exacerbate implicit biases and existing stereotypes. Avoid any stigmatization of the wearing or not wearing of face coverings. Patience and kindness should be paramount in all our interactions as we work together to make our campus community safe and healthy and accommodating for all.

### **Requesting Accommodation**

Individuals whose unique and individual circumstances require an exception to this directive, as indicated by a medical or similar subject matter professional, may request one. To request an exception, students should contact Accessibility Services; faculty and staff should contact human resources.

## **Social Distancing**

Social distancing is required on campus according to the following guidelines:

- Employees will be offered flexible work hours and staggered shifts to reduce the number of employees in the workplace at one time.
- Employees and students must maintain six feet of distance between people as much as is reasonably possible.
- Virtual meetings are strongly encouraged; the frequency and duration of any in-person meetings should be extremely limited.
- Campus will have limited, designated entrance/exit doors. Individuals should not congregate at entrances and must observe social distancing requirements.
- Any concerns regarding safety should be shared with your instructor or supervisor.
- Employees should not use other employees' workspaces or equipment.

- The capacity and physical arrangement of classrooms will be altered to allow for appropriate social distancing.
- Seating and tables in common areas will be arranged to allow 6-foot distancing between persons.

## Enforcement

Willful disregard of the expectations noted in this Preparedness Plan (including but not limited to screening, face coverings, and social distancing policies) will result in a warning. If, after one warning, an individual continues to disregard the expectations of this Preparedness Plan, they will be removed from campus.

## Housekeeping

Regular housekeeping practices are being implemented, including routine cleaning and disinfecting of work surfaces, equipment, tools and machinery, vehicles and areas in the campus environment, including classrooms, labs, restrooms, common areas, break rooms, lunch rooms, meeting rooms, and drop-off and pick-up locations. Frequent cleaning and disinfecting will be conducted in high-touch areas, such as phones, keyboards, touch screens, controls, door handles, elevator panels, railings, printers and copy machines, credit card readers, delivery equipment, etc. Employees and students are asked to wipe or clean areas they touch in performing tasks required of instruction (see Appendix D: Campus Cleaning and Maintenance Guide).

## Training

This plan is being communicated via email to all Hibbing Community College students and employees and is posted on HCC's COVID-19 webpage. Additional communication and training will be ongoing through appropriate channels. Training and guidelines were given to all maintenance staff in regards to proper cleaning per the CDC. Appendix E of this plan contains resources to further guidelines on handwashing, respiratory etiquette, social distancing, and housekeeping. This information will also be posted throughout campus. Leaders and supervisors are to monitor how effective their program/department has been in implementing this plan, including ensuring that social distancing, housekeeping, and face coverings expectations are being met. Safety on our campus is a shared responsibility—we thank you for your cooperation in adhering to these guidelines.

This plan will be revised and updated as necessary as new guidance is released by the Minnesota Department of Health.

Certified by:



Aaron Reini  
Interim Provost

# Appendix A

## COVID-19 Notice

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### COVID-19 Notice

Hibbing Community College holds as paramount the health, safety and welfare of every member of its community. Hibbing Community College, however, cannot guarantee a COVID-19-free environment. Unfortunately, the risk of COVID-19 exposure exists in all public places where people are present. Hibbing Community College is taking all recommended steps to mitigate this risk, but we cannot categorically guarantee you will not get sick. Minimizing the risk of COVID-19 infections (or any other spread of disease) at Hibbing Community College is a **shared responsibility**. As outlined below, every member of our community—including you—must do their part. Understand that if you return to the physical campus of Hibbing Community College, there is a risk you may contract COVID-19 and that illness, injury or death is a possible result.

### Screening

Each day prior to entering campus, individuals must use the online COVID-19 Self-Assessment Screening Tool, located at <https://minnstate.edu/CV19-HIB>

At the conclusion of the screening survey, if an individual is approved to be on campus, they will see a green notification, indicating that they are authorized to be on campus for that day. That notification will also be sent to their email address. Individuals may be asked to verify that they have completed the screening tool; therefore, we recommend that they save the email message for the duration of that day.

If the screening tool indicates that an individual is NOT authorized to be on campus, they should stay home until ALL of the following conditions have been met:

- They have had no fever for at least 24 hours (without the use of fever reducing medications)
- At least 10 days have passed since their symptoms first appeared
- It has been 14 days since they have been in \*close contact with someone who has tested positive for COVID-19

*\*Close Contact* is defined as having been within 6 feet of a positive COVID-19 case for at least 15 minutes.

If an individual has been approved to be on campus but becomes sick during the day, they should go home and monitor their symptoms. If symptoms persist or worsen, they should contact a healthcare provider.

### Face Coverings

- Face coverings **must be worn at all times on campus in public settings** (e.g., common workspaces, public spaces, hallways, stairwells, elevators, meeting rooms, classrooms, labs, break rooms, restrooms, etc.). Face coverings are also required in outdoor settings on campus if social distancing cannot be observed.

- Face coverings are **NOT required in the following situations**:
  - When eating or drinking (social distancing must still be observed).
  - When alone in an office, study area, or other space or where permitted by an official notice posted in a space.
  - When in one's assigned apartment or residence hall room.
  - When alone in a vehicle.
  - When unable to wear a face covering while exercising in a campus recreation facility as long as all other facility policies, rules, and guidelines are followed.
  - When an accommodation is necessary as indicated by a medical or similar subject matter expert and granted by express written permission of the college.
- Faculty who are delivering on-campus instruction may use a face shield instead of a face covering, provided they are located within a delineated teaching area that is no less than 10 feet from students.
- Employees and students should provide their own face coverings.
- If an employee or student comes to campus without a face covering, one will be provided by the college.
- An employee who cannot wear a face covering due to medical or other reasons should contact Human Resources for possible accommodation measures. Students should contact Accessibility Services for possible accommodation measures.

### **Campus Expectations**

Individuals should practice the following while on campus:

- Practice social distancing by keeping at least 6 feet of space between people.
- Wash hands frequently with soap and water for at least 20 seconds. If soap and water are not available, use a hand sanitizer that contains at least 60% alcohol.
- Cover all coughs and sneezes.
- Monitor health by paying particular attention to the presence of a temperature or fever, new or worsening cough, and new or worsening shortness of breath.

### **Enforcement**

Willful disregard of the screening, face coverings, and campus expectations guidelines will result in a warning. If, after one warning, an individual continues to disregard these guidelines, they will be removed from campus.

## Appendix B

### Pre-Entry Screening

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Each day prior to entering campus, individuals must use the online COVID-19 Self-Assessment Screening Tool, located at <https://minnstate.edu/CV19-HIB>

At the conclusion of the screening survey, if an individual is approved to be on campus, they will see a green notification, indicating that they are authorized to be on campus for that day. That notification will also be sent to their email address. Individuals may be asked to verify that they have completed the screening tool; therefore, we recommend that they save their email message for the duration of that day.

If the screening tool indicates that an individual is NOT authorized to be on campus, they should stay home until ALL of the following conditions have been met:

- They have had no fever for at least 24 hours (without the use of fever reducing medications)
- At least 10 days have passed since their symptoms first appeared
- It has been 14 days since they have been in \*close contact with someone who has tested positive for COVID-19

*\*Close Contact* is defined as having been within 6 feet of a positive COVID-19 case for at least 15 minutes.

In addition to using the online Screening Tool, individuals may be required to undergo further screening (such as temperature taking) prior to entering designated classrooms, labs, office areas, etc.

If you learn that a student or employee has tested positive for COVID-19, contact your supervisor immediately. In such an event, the college will coordinate with the Minnesota Department of Health on implementing tracing, notification, and disinfecting protocols (see Appendix C: Positive Case Protocols).

If an individual has been approved to be on campus but becomes sick during the day, they should go home and monitor their symptoms. If symptoms persist or worse, they should contact a healthcare provider.

NOTE: It is also important to remember that if a person feels sick for any other reason they should stay home until those symptoms subside. This is consistent with general recommendations of staying home when sick.

## Appendix C

### Positive Case Protocols

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If you become aware of a confirmed case of COVID-19 involving a student or employee, contact your instructor or supervisor immediately. Then, work with your instructor or supervisor to gather the following information:

- The person's (or proxy's) name and phone number.
- The date the person first developed symptoms.
- If they did not have symptoms, what date were they tested and why were they tested?
- The date(s) the person was last on campus.

This information will be shared with the MDH follow-up team (available at the following email address, monitored seven days a week: [health.schoolcc.followup@state.mn.us](mailto:health.schoolcc.followup@state.mn.us))

The MDH follow-up team will use this information to determine any close contacts that may have occurred on campus. A *close contact* is anyone who was within 6 feet of the person who is sick while they were considered to be infectious, for 15 minutes or more (regardless of whether either person wore a cloth face covering or face shield).

The college will then notify all identified close contacts of their exposure to a confirmed case of COVID-19 while maintaining confidentiality in accordance with state and federal law. The MDH follow-up team will provide an exclusion letter and fact sheet, which the college will distribute to all close contacts. The exclusion letter and fact sheet share instructions for close contacts, including what they need to do to prevent the spread of COVID-19.

#### MDH Recommendations

The MDH follow-up team will then evaluate next steps and provide guidance. The evaluation will take into account the information available, with a focus on those who might be considered close contacts if the person was on campus during their infectious period. The MDH will consider the following to inform a recommended plan of action:

- How long was the person on campus while potentially infectious?
- Whom did that person come in contact with?
- Was that person with a closed group in one classroom?
- Was that person or classroom mixing with other people or classrooms?
- Was there intermixing between groups or classrooms?

Below is a list of examples of possible recommendations from the MDH. This list does not include all possible recommendations, which depend on the extent of the exposure and what mitigation measures were in place at the time of exposure.

- Exclude close contacts from campus, which would require close contacts to stay home for 14 days.
- Close an entire classroom, program, or campus setting for 14 days. This will depend on the extent of exposure and whether there is the possibility of ongoing transmission in the

setting. Any closing decisions would be made in consultation with college leadership and the MDH follow-up team.

- Take no further action.

The MDH will make recommendations on cleaning and disinfecting facilities, which will be dependent on the degree of exposure in the campus setting.

### **Classroom Practices**

To assist with contact tracing and to limit the amount of exposure in the event of a confirmed case, the following classroom practices are recommended:

- Take daily attendance.
- Use assigned seating.
- Assign students to the same partner or small group for the duration of the course.

## Appendix D

### Campus Cleaning and Maintenance Guide

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This guide is a space-by-space description of Hibbing Community College's campus cleaning and maintenance plan, informed by MDH, CDC, and Minnesota State System Office recommendations and guidance.

These guidelines serve as a starting point and are subject to continuous review and improvement in response to new challenges/updated guidance.

### Public Spaces

#### College Actions:

- Hand sanitizer dispensers will be deployed in key hallway and public seating areas as supplies permit.
- Dispensers will be checked daily Monday through Friday and restocked as needed.
- Public seating areas will be redistributed to maintain social distancing of 6 feet.
- Excess seating will be labeled and relocated for redeployment at a future date.
- Disinfectant spray bottles and towels will be made available for public use in the area.
- Restrooms will be cleaned at least once a day—more often if heavy use occurs—and high-touch surfaces disinfected twice a day.
- Restroom doors will be propped open to reduce touch points on door surfaces.
- Occupation limit signs will be installed.

#### Campus User Expectations:

- Maintain social distancing and do not move chairs/seating arrangement once established.
- Only use disinfectant as needed/intended and leave in location it was provided.
- Monitor and report restocking needs by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)
- Restroom users are required to wash their hands.

### Labs and Shops

#### College Actions:

- Faculty, administration, and maintenance staff will conduct a walkthrough of each lab facility to plan optimal configuration for social distancing.
- Laboratory seating and shop work stations will be reconfigured to maintain social distancing of 6 feet.
- Lab/shop rooms will be assessed to see if additional barriers could aid in increased lab station utilization.
- Maintenance staff will clean and sanitize each room once a day after the final class session, Monday through Friday.
- Maintenance staff will check and refill hand soap dispensers once a day.
- Disinfectant spray bottle and disposable towels will be provided and checked for restocking once a day.

### **Room User Expectations:**

- Faculty and students will be expected to wash hands when entering and leaving to keep the room as clean as possible.
- Faculty and students will use disinfectant spray and disposable towels to clean areas they touch for personal safety needs.
- Faculty will report shortage of hand soap in the classroom by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)
- Laboratory and shop faculty and staff will be expected to ensure that used lab/shop equipment and materials are sanitized as needed between labs.

## **General Classrooms**

### **College Actions:**

- Classroom seating will be reconfigured to maintain social distancing of 6 feet.
- Maintenance staff will clean and sanitize each room once a day after the final class session, Monday through Friday.
- Hand sanitizer dispensers will be deployed to locations near classroom entrances to the extent they are available.
- Maintenance staff will check and refill sanitizer dispensers once a day.
- Disinfectant spray bottle and disposable towels will be provided and checked for restocking once a day.

### **Room User Expectations:**

- Faculty and students will be expected to wash hands when entering and leaving to keep the room as clean as possible.
- Faculty and students will use disinfectant spray and disposable towels to clean areas they touch for personal safety needs.
- Faculty will report shortage of sanitizer in the classroom by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)

## **Department Offices**

### **College Actions:**

- Hand sanitizer dispensers will be deployed to locations near department office entrances to the extent they are available.
- Plexiglass will be installed at the Student Services welcome desk.
- Markings will be placed on the floor to help maintain social distancing.

### **Room User Expectations:**

- Ensure work stations are arranged to maintain social distancing of 6 feet.
- Sharing of office equipment such as phones and computers is discouraged.
- Clean and disinfect frequently used surfaces.

## Conference Rooms

### College Actions:

- Maintenance staff will clean the room and disinfect frequently touched surfaces once a day, Monday through Friday.
- Remove appropriate number of chairs from use to maintain social distancing.
- Provide one bottle of disinfectant spray and towels or wipes as available.

### Room User Expectations:

- Use disinfectant spray and towels to clean surfaces after each use of the room.
- Monitor and report restocking needs by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)

## Library

### College Actions:

- Seating will be reconfigured to maintain social distancing of 6 feet.
- Maintenance staff will clean the area and disinfect frequently touched surfaces once a day, Monday through Friday.
- A hand sanitizer dispenser will be installed at the entrance.
- Plexiglass will be installed at the circulation desk.
- Occupation limit signs will be installed.

### Space User Expectations:

- Clean frequently touched and used items and surfaces throughout the day.
- Monitor and report restocking needs by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)

## Athletic/Fitness Spaces

### Building Service Actions:

- Equipment will be rearranged and/or restricted to ensure social distancing.
- Maintenance staff will clean the area and disinfect frequently touched surfaces once a day, Monday through Friday.
- Maintenance staff will provide an initial inventory of disinfectant spray bottles and disposable paper towels to strategically place in coordination with the Athletic Director.
- Occupation limit signs will be installed.

### Space User Expectations:

- Monitor and report restocking needs by sending an email to [davidolds@hibbing.edu](mailto:davidolds@hibbing.edu)
- Monitor occupancy numbers and user behavior for social distancing and adjust procedures or equipment positions as needed.

## **Cafeteria Area**

### **College Actions:**

- Seating will be reconfigured to maintain social distancing of 6 feet.
- Plexiglass will be installed at the register.
- Markings will be placed on the floor to help maintain social distancing.
- Hand sanitizer dispensers will be deployed in key locations for patron use.
- Maintenance staff will clean the area and disinfect frequently touched surfaces once a day, Monday through Friday.

### **Space User Expectations:**

- Maintain social distancing and do not move chairs/seating arrangement once established.

## Appendix E

### Resources

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#### **General**

[www.cdc.gov/coronavirus/2019-nCoV](http://www.cdc.gov/coronavirus/2019-nCoV) [www.health.state.mn.us/diseases/coronavirus](http://www.health.state.mn.us/diseases/coronavirus)  
[www.osha.gov](http://www.osha.gov)  
[www.dli.mn.gov](http://www.dli.mn.gov)

#### **Handwashing**

[www.cdc.gov/handwashing/when-how-handwashing.html](http://www.cdc.gov/handwashing/when-how-handwashing.html) [www.cdc.gov/handwashing](http://www.cdc.gov/handwashing)  
<https://youtu.be/d914EnpU4Fo>

#### **Respiratory Etiquette**

[www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html)  
[www.health.state.mn.us/diseases/coronavirus/prevention.html](http://www.health.state.mn.us/diseases/coronavirus/prevention.html)  
[www.cdc.gov/healthywater/hygiene/etiquette/coughing\\_sneezing.html](http://www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html)

#### **Social Distancing**

[www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)  
[www.health.state.mn.us/diseases/coronavirus/businesses.html](http://www.health.state.mn.us/diseases/coronavirus/businesses.html)

#### **Housekeeping**

[www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html](http://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html)  
[www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html)  
[www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2](http://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2)  
[www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html)

#### **Employees Exhibiting Signs and Symptoms of COVID-19**

[www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html](http://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html)  
[www.health.state.mn.us/diseases/coronavirus/basics.html](http://www.health.state.mn.us/diseases/coronavirus/basics.html)

#### **Training**

[www.health.state.mn.us/diseases/coronavirus/about.pdf](http://www.health.state.mn.us/diseases/coronavirus/about.pdf) [www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html)  
[www.osha.gov/Publications/OSHA3990.pdf](http://www.osha.gov/Publications/OSHA3990.pdf)