

Airborne Infectious Disease Exposure Prevention Plan

Summary:

The NY HERO Act empowers the New York Department of Labor to require all businesses in NY to create an Airborne Infectious Disease Exposure Prevention Plan. This plan would apply to viral, bacterial, or fungal disease spread through the air via aerosol or droplets. The NY Department of Health would have to designate the disease as a highly contagious disease. The legislation requires compliance by June 4, 2021. The legislation also requires the NY Department of Labor and Department of Health to publish a template plan for businesses to adopt completely or customize to their needs, as long as their plan meets NYS requirements.

Effective Date:

June 4, 2021

Responsible Parties:

Director, EHS is responsible to develop the plan, consistent with NYS requirements and in consultation with Director/AVP Human Resources and Director VC Health Services.
Managers and Supervisors

Resources/References:

NY Forward -Higher Education Summary Guidelines

Airborne Infectious Disease Exposure Prevention Plan

The College will be notified by local or state Department of Health or Department of Labor officials that a “highly contagious viral, bacterial or fungal disease” that spreads via aerosols or droplets is present in the community or on the campus that requires the implementation of the referenced plan.

Upon notification, Vassar will implement the following:

1-Employee Health Screening

Implement a mandatory electronic health screening process to identify employee exposure to the disease. The employee responses will be reviewed at the appropriate frequency. Positive screening results may require employees to be sent home or to a designated quarantine location for further testing and health assessment. If testing identifies positive cases, those employees would be directed to isolate.

2-Face Coverings/Respiratory Personal Protective Equipment (PPE)

Direct employees to wear appropriate face coverings/respiratory PPE in settings where person to person transmission of disease is possible. Face coverings will be provided to employees at no cost. Employees will be trained how to put on, take off and properly discard their face covering.

3-Personal Protective Equipment (PPE)

Direct employees to wear employer provided personal protective equipment (PPE), which may include, but is not limited to eye protection, respiratory protection and skin protection.

Employees may be required to receive additional training on the use of specific PPE required for certain jobs based on a risk assessment.

4-Handwashing

Provide hand hygiene stations for employees to access, which would include bathrooms and portable sanitizing materials where bathrooms are not accessible.

5-Surface disinfection and shared equipment

Provide regular cleaning and disinfection of high touch surfaces including, but not limited to: stair rails, door knobs, tabletops, handles, restroom equipment. Disinfection chemicals will be selected based on activity against the pathogen. Shared equipment must be disinfected at an appropriate frequency and the disinfection agent will be selected based on the activity against the pathogen.

6-Social Distancing

Direct employees to maintain distance between themselves and co-workers, students, visitors consistent with guidance from NY Dept of Health and/or other federal health organizations such as Center for Disease Control, OSHA or National Institute of Health (NIH).

7-Quarantine Orders

Notify county and/or state health officials of any positive cases as determined by on-site testing. Implement confidential contact tracing, in collaboration with the local/state health department, to identify close contacts and honor all quarantine orders issued by state or county health officials.

8-Engineering Controls

Provide the necessary ventilation for identified spaces with centralized HVAC systems that meet county/state guidelines/requirements with respect to: air changes per hour, filtration and fresh air input.

9-Designated Supervisor to enforce safety standards

The Director-EHS, in consultation with Director-Human Resources and Director-Health Services, is designated to enforce the required safety standards.

10-Notification Requirements and Verbal Review

Upon notification that a business must implement their Airborne Infectious Disease Exposure Prevention Plan, the College will notify employees by either verbal, electronic or written direction that the referenced plan is in effect. This designation will trigger training that includes a verbal review of safety standards, policies and employee rights consistent with the HERO Act.