



COVID-19 Health and Safety Agreement 2.0

This document affects your legal rights as a Heart of Oregon Corps Member or Employee: Read carefully before signing.

Safety in any environment is actively created by everyone in the environment. At Heart of Oregon Corps, our culture of safety, our “I’ve Got Your Back” safety promise, and our safety policies allow us to control inherent risks, including the COVID-19 pandemic.

HOC Protocols have been put in place to mitigate those risks to Staff and Corpsmembers that include (1) requiring both Staff and Corpsmembers sign this agreement and (2) complying with Heart of Oregon Corps COVID-19 related safety measures throughout the duration of your employment/service. Each of these elements is further detailed in the HOC COVID-19 Operations Protocols, which can be found at <https://heartoforegon.org/news-events/covid-19-response.html>

I, as a HOC Staff or Corpsmember agree to the following:

- I agree to monitor my own health and **NOT** come to work at HOC if I exhibit COVID-19 symptoms, and notify my supervisor, who will inform me of all available leave options (paid or unpaid).
- I agree to arrive to HOC as well rested, nourished, and hydrated as possible to aid in the goal of keeping everyone as resilient as possible.
- I agree to practice illness-reducing strategies at work, at home, and in transport to and from Heart of Oregon Corps.
 - These include:
 - Washing hands often;
 - Avoiding *close* contact with people who are sick, even inside your home;
 - Covering coughs and sneezes;
 - Cleaning and disinfecting frequently touched surfaces daily;
 - Wear masks as required by HOC policy (at HOC);
 - Monitoring your health, watching for symptoms including:
 - Fever or chills
 - Cough
 - Shortness of breath or difficulty breathing
 - Fatigue,
 - Muscle or body aches,
 - Headache,
 - New loss of taste or smell
 - Sore throat
 - Congestion or runny nose,
 - Nausea or vomiting,
 - Diarrhea.
- This Agreement must be signed *by Employees and Corpsmembers*.
 - Parents and/or legal guardians of Corpsmembers under the age of 18 will also be required to sign the Agreement form, which indicates their commitment that the person in their care will follow these protocols.

I acknowledge, as a HOC Staff or Corpsmember that:

- HOC has the right to terminate employment or service if a Staff or Corpsmember refuses to comply with required safety protocols, including COVID-19 Protocols.
- HOC cannot guarantee zero virus exposure.
- Work or service at HOC may not be an appropriate choice for People at Higher Risk for Severe Illness, and that telework and teleservice options or accommodations are not available for all HOC position types if isolation or quarantine is required.

If you have questions about this agreement, before signing, please contact the HOC staff member you have been working with, or your supervisor. Call 541-633-7834 if you are unsure who to contact.

By signing below, I acknowledge that I have read and understood and agree to abide by the terms and conditions of this agreement.

Signature of Employee/Corpsmember

Date

Printed Name

Signature of Parent/Guardian

Date

Printed Name

Relationship to Participant

