



Aspire COVID-19 Policy – Revisited October 27, 2021

Transmission is substantial in most of the areas where we work. We know that the COVID-19 Delta variant can be transmitted by both vaccinated and unvaccinated people. Aspire supports individuals with developmental disabilities, who are three times more likely to die from COVID-19. Below you will find Aspire’s policy on masking.

1. **Any employee who is unvaccinated must remain masked at work, regardless of setting** (office, group home, shared living, foster care, school, family home, outside, in the community). You must practice social distancing of at least 6 feet unless your immediate task requires you to be closer to others. If you had COVID-19 previously and are vaccinated, you must continue to wear a mask.
2. **Any employee who is vaccinated does not need to wear a mask while working alone in an Aspire non-program office or when outside in uncrowded areas.** When unmasked and outside social distance of 6 ft must be maintained. Vaccinated employees can choose to continue wearing masks at all times.
3. **When vaccinated employees are inside with other people or outside in crowded areas shoulder-to-shoulder with others, masks must be worn.**
4. **Screening before entry:** All Aspire employees, individuals receiving support, and visitors are expected to self-monitor and screen before entering an office or program. Anyone experiencing COVID-19 symptoms, or exposed to someone with known COVID-19, or waiting for the results of a COVID test given because of symptoms or possible exposure, may not enter an Aspire office or program.
5. **Group meetings:** If possible, meetings will continue virtually. If you must meet in person, follow all masking and mitigation procedures.
6. **ALL Academy and School Consultation:** Employees remain within the district’s expectations, which currently state that all employees in school settings must remain masked at all times. While the state of New Hampshire is not mandating masking in schools, Aspire employees working in NH school settings must remain masked.
7. **At external job sites:** Aspire employees and supported people must follow Aspire policies. If the employer has additional requirements, those must be followed as well.

8. **Unvaccinated individuals or immune compromised individuals:** Aspire employees must remain masked at all times in the presence of a supported individual who is unvaccinated or immune-compromised, regardless of setting.
9. **Visitors to homes and programs:** All visitors must be screened before visiting a residential setting. Visitors must wear masks and social distance while present in the home or program.
10. **Permanency/foster care/in-home behavioral supports: (children)** Employees will follow guidance as indicated above. Providers/families can require employees to wear masks anywhere in their home or outside with their child.
11. **Shared Living Residences: (adults)** Employees will follow guidance as indicate above.
12. **Universal strategies:** All members of the Aspire community will continue to practice good hand hygiene, social distance, avoid crowds, and increase ventilation as much as possible.

