



COVID-19 W.O.L.F. Staff, Intern and Volunteer Vaccination and Testing Policy

W.O.L.F. has a deep understanding of the crucial role that staff, interns and volunteers fill in meeting our mission of improving the quality of life for wolves and wolf dogs through rescue, sanctuary, and education. For this reason, the wellbeing of our staff, interns and volunteers is a top priority. W.O.L.F. recognizes the importance of and the duty to provide and maintain a workplace that is free from known serious health and safety hazards, including safeguarding staff, volunteers, interns, visitors, and the community from the spread of COVID-19.

This COVID-19 W.O.L.F. Staff, Intern and Volunteer Vaccination and Testing Policy is being put in place to protect and support the health and safety of W.O.L.F. staff, volunteers, interns, visitors, etc. by providing requirements and guidance associated with reducing the potential for the spread of COVID-19 infections.

This policy is based on guidance from the Centers for Disease Control and Prevention (CDC), the Colorado Department of Public Health and Environment (CDPHE), the Larimer County Health Department, and the Federal Drug Administration (FDA) and is designed to comply with all applicable federal, state, and local laws.

W.O.L.F.'s Board strongly encourages and advises that staff, interns and volunteers be vaccinated against COVID-19 and are providing the following policy.

Affected Parties

This policy applies to all W.O.L.F. staff, volunteers, interns, work group participants, visitors, etc.

Policy

This policy is effective immediately and will remain in effect until otherwise communicated by the Executive Director.

Effective on October 1, 2021, all new staff, volunteers, interns, and work group participants must be vaccinated. Vaccination status of volunteers, interns, work group participants will be verified, PRIOR TO being allowed to be onsite at any W.O.L.F. facility or property by the W.O.L.F. Volunteer Coordinator.

Given that the situation around the SARS-CoV-2 (COVID-19) pandemic is dynamic and continuing to evolve, we likewise expect that this policy may change and evolve with the situation. Updates to this policy will be communicated to staff and volunteers and/or other impacted individuals, as required.

The W.O.L.F. Board of Directors strongly encourages all W.O.L.F. staff, volunteers, interns, and work group participants to be vaccinated for the COVID-19 virus. While this is not mandatory, the Board recognizes that based on available information from public health experts, including the CDC, CDPHE, and Larimer County, vaccination is the most effective means for slowing the progression of the pandemic and minimizing negative health outcomes

for those that contract COVID-19. Current data shows that the unvaccinated are eleven (11) times more likely to die from COVID-19 when compared with the vaccinated.

Vaccinated Staff, Volunteers, Interns, Work Group Participants, and Visitors (including Service Providers)

For those staff members, volunteers, interns, and work group participants that are vaccinated, there are no additional requirements unless a breakthrough case of COVID-19 occurs and/or another potential exposure route becomes known. Specific requirements associated with potential outbreaks or exposures will be communicated when appropriate. Volunteers, interns, and workgroups are to provide a photocopy of their vaccine card to the Volunteer Coordinator prior to being at W.O.L.F. Vaccinated contractors are to provide a copy of their vaccine card to the Senior Director of Operations.

Unvaccinated Staff, Volunteers, Interns, Work Group Participants, and Visitors (including Service Providers) – Except as noted above for staff, interns, volunteers, workgroup participants and visitors new to WOLF after October 1, 2021.

For staff, volunteers, interns, work group participants, and visitors (including contractors and service providers) that are unvaccinated, the following requirements must be adhered to:

- Weekly COVID testing must be completed prior to reporting to W.O.L.F. for a work shift, intern or volunteer time. The time and associated cost of this testing is the responsibility of the staff member, intern, volunteer, etc. requiring the test.
 - While W.O.L.F. prefers that a PCR (polymerase chain reaction) test be conducted, there are time limitations associated with this testing method. For this reason, W.O.L.F. will accept FDA approved home testing kit results. The following home testing kits are acceptable for use:
 - BinaxNOW COVID-19 Antigen Self Test
 - Ellume COVID-19 Test Kit
 - Quidel QuickVue At-Home COVID-19 Test Kit

Be aware the the Binax and Quidel QuickVue require multiple samples over a 24-36 hour time frame. Ellume is the one test kit that relies on one sample. Additionally, there are costs for the kits that are to be paid by the individual who is not vaccinated.

- Results from testing should be provided to Shelley Coldiron, Executive Director, via email or text message. Dependent on the results of the testing, appropriate scheduling and other issues will be addressed and communicated, as necessary.
 - When reporting results, please indicate the date of the result, the test kit used, and the result (e.g., positive or negative)
- In addition to weekly testing requirements, all unvaccinated staff, volunteers, interns, work group participants, etc. will be required to:
 - Wear a mask at all times (indoors AND outdoors);
 - For those habitats where the animals could be attracted to or frightened of a mask as determined by staff, you can enter a habitat without a mask and keep a safe social distance from those accompanying you into the habitat.
 - Practice social distancing.
 - Implement and use other Personal Protective Equipment (PPE), limitations, modifications, or requirements that may be applicable dependent on the task(s) to be performed and the location(s). Requirements can vary based on location partially due to jurisdictional variances. These requirements will be communicated on an as needed basis by the Executive Director or her designee.

- For visitors at W.O.L.F. facilities, if the vaccination status is known and visitors are vaccinated, no additional precautions are required. However, if the vaccination status is unknown and/or the visitor(s) are unvaccinated, staff and anyone else that comes in close proximity with these visitors should do the following:
 - Wear a mask and practice social distancing;
 - Require the visitor(s) to wear a mask and practice social distancing;
 - Limit the tour/visit to outdoor settings. If there is a need to go into the office or other enclosed facilities at W.O.L.F., wear a mask, require the visitor(s) to wear a mask and disinfect all surfaces after the visit is complete. This is also required after contractors or other service providers have been onsite.

Reporting Potential Exposures and/or COVID-19 Illness That Potentially Affect W.O.L.F. Staff, Etc.

In the event that W.O.L.F. staff, volunteers, interns, work group participants, and/or visitors experience COVID-19 symptoms and/or determine there has been a potential exposure to COVID-19 within 10 days after being at a W.O.L.F. facility, property, or function, the following process must be followed:

- Notify Shelley Coldiron, Executive Director, via email or text. Provide pertinent information including:
 - Whether or not there is a confirmed case of COVID-19 OR if it is a potential exposure to COVID-19;
 - Dates that the person(s) was at W.O.L.F. and what tasks they were performing;
 - Names of persons that they worked with, if known.
- Based on the information provided, the necessary steps will be taken and communicated as appropriate.

Thank you for your cooperation in complying with this policy. It is crucial in protecting our co-workers, colleagues, and community from potential illness and in ensuring we can continue to have the resources we need to care for the animals we offer sanctuary.