



COVID-19 W.O.L.F. Staff, Intern and Volunteer Vaccination 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 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 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 will remain in effect until otherwise communicated by the Executive Director.

All 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, volunteers and interns and/or other impacted individuals, as required.

The W.O.L.F. Board of Directors advises that all W.O.L.F. staff, volunteers, interns, and work group participants to be vaccinated for the COVID-19 virus. 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.

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.

For visitors at W.O.L.F. facilities, the vaccination status of the visitor(s) must be known. If the vaccination status is known and visitors are vaccinated, no additional precautions are required. If they are unvaccinated, they will need to be fully vaccinated before visiting W.O.L.F.

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.