

**UUFSD Policy and Procedure Document****Policy ID: 151****Title:** Infectious Disease Protocols**Date Approved:** June 15, 2022 by the Board of Directors**Updated and Approved:** December 11, 2022**Purpose**

To provide guidance on how to operate UUFSD during an infectious disease outbreak, pandemic or health crisis (COVID-19 or other), to ensure the safety of all members of the congregation and staff while continuing to live our purpose and be in alignment with our UU values.

In 2020, COVID-19 rocked our world. In-person services and gatherings ceased. Public health officials have said that we must be prepared to be flexible and ready to shift from in-person to virtual if conditions change. This policy is designed to be prepared to meet this expectation, reminding us to be flexible and resilient while living our UU values.

This policy specifically addresses the Covid-19 pandemic, but is intended to be adaptable to any infectious disease crisis that might arise.

**Policy**

Decisions about operating during an infectious disease pandemic are grounded in our deep values and are core to who we are as a faith tradition:

- Our abiding care and concern for the most vulnerable, inside and outside our congregation.
- Accessibility and inclusion for all of our members and friends to participate in our congregation, regardless of health status, health vulnerability, or ability.
- Recognition that we are part of an interdependent web and, as such, our risk-taking and our protective actions affect far more than just ourselves. Our congregational decisions can impact other congregations and the wider community.
- Ethical treatment and expectations for our leaders and staff, minimizing the risks to their own health and well-being.
- Our affirmation that good science, coupled with our UU values, must be the basis upon which we make decisions about in-person gathering.
- Commitment to our mission, community, and theology more than ever, mindful of the spiritual demands of this transition.
- Our deep hope that we as a country, and as a world, will not return to “normal” when the pandemic is over. We seek to live into “a new normal” of more justice, more love, more equity, safety, more sustainability, and more peace.

UUFSD will follow UUA guidance, CDC guidelines, Federal, State, County and local laws and regulations and make necessary adjustments to this policy and/or the procedures based on changing guidance.

The Board of Directors will be responsible for determining which procedures shall be implemented at any time given the changing nature of a pandemic or health crisis. Input will be sought from staff and leadership/committee chairs on changes to procedures that impact operations.

### **Procedures**

Decisions about how we operate during a pandemic will be made by the Board of Directors based on current information available and applicable guidance and laws. When required, UUFSD will cease in-person operations and conduct weekly services, religious education, committee meetings and other meetings/events virtually. Every effort will be made to keep a high level of engagement for virtual services, including virtual “coffee hour” chats following the service. When in-person services resume, virtual service offerings will continue to be an important option to serve our congregation and be as inclusive as possible.

#### **Communicating Operational Changes**

When a change will be made to how we operate, the Board of Directors will send a notice to the entire congregation.

#### **In-Person Gatherings during COVID-19 Pandemic**

During a time of risk for transmission of disease when there is no law or regulation preventing large gatherings, in-person gatherings may be held with some or all the following conditions in place: the

1. All attendees 5 years or older who come on-site must show proof of full vaccination for COVID-19 each time upon arrival to UUFSD.
  - a. For COVID-19, this includes two doses of the Pfizer or Moderna vaccine or one dose of the Johnson & Johnson vaccine.
  - b. Proof can include a picture of the State of California’s Digital COVID-19 vaccine record website QR code (click [here](#)), a picture of a vaccination card, and/or an actual vaccination card
2. All paid staff and volunteers must show proof of vaccination. For staff, a record of vaccination and test results will be kept in personnel files. For volunteers, the staff liaison or Committee Chairperson will keep a record of proof of vaccination.
3. Masks may be required for everyone over 2 years of age for all indoor and/or outdoor events. Masks must be of medical grade quality and cover your nose and mouth. Everyone should bring their own mask.
  - a. The minister and other speakers at the podium may remove their mask while speaking at the podium.
4. Maintain social distancing of at least 6 feet between members of different households.

5. Food or beverage may be suspended during times of high risk. Specific guidance will be given as conditions change. You may bring your own beverage on-site at any time.
6. Singing:
  - a. Indoor singing may be suspended completely during a pandemic.
  - b. Choir may or may not be permitted to rehearse or perform in person during a pandemic. Recorded music from our choir, band, or other individuals is a wonderful and safe alternative to in-person singing.
  - c. When outdoor singing is permitted, all singers may be required to wear well-fitted masks and stay at least 6 feet apart (10 – 12 feet is a safer distance during COVID).
7. Religious Education Classes will be held outdoors. Masks may be required under some conditions. Children must be registered prior to attending an RE program. Snacks may or may not be allowed, and will follow the guidance for food and beverage overall.
8. Pre-registering for attendance at in-person indoor services may be an option to pursue if/when attendance exceeds capacity.
9. Small Group Gatherings
  - a. When large gatherings are not permitted, it may be possible for small groups to continue to be on-site using the above protocols. The Board of Directors will communicate the maximum number of people who can be on-site during a time when large gatherings are prohibited
  - b. When large gatherings are permitted, small groups can meet on site using the above protocols. It is preferable for small groups to also meet outdoors, but indoor meetings may be permissible if social distancing requirements can be upheld.

### **Services / Large Gatherings**

1. Given the nature of a pandemic, we are uniquely equipped to be able to hold services outdoors where it is considerably safer for all. The intent is for services to be outdoors as much as possible during a pandemic. In the case of rain or inclement weather that prevents the service from being held outdoors, the response will be dependent upon the transmission risk level at the time for San Diego County per the COVID Act Now data.
  - a. If the transmission risk level is **LOW**, the service will be moved to Founders' Hall. Doors and windows are to be left open as much as possible.
  - b. If the transmission risk level is **MEDIUM**, the service can be held in Founders' Hall. Everyone two years and older is required to wear a medical grade quality mask at all times. The minister and speakers may remove their masks when at the podium.
  - c. If the transmission risk level is **HIGH**, only the staff and service participants will be onsite and conduct the service from Founders Hall. For everyone else, the service will be virtual for that day.