Religious Services
Utah's New Normal Risk Phase Guidelines

A color-coded health guidance system has been developed by the State of Utah to guide health behaviors for individuals and businesses. Each level of the dial is guided by a rigorous measurement system which can be different by each region, county, city, or community.

<table>
<thead>
<tr>
<th>Social Guidelines</th>
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<tr>
<td>As restrictions are lifted in the New Normal phase, the likelihood of COVID-19 spread is increased. Because of this, the following are strongly encouraged for all individuals:</td>
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<tr>
<td>• General public follows current federal and local public health precautions</td>
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<td>• Symptomatic individuals should not attend social gatherings</td>
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<tr>
<td>• Hygiene measures, physical distancing, face coverings, and symptom monitoring are encouraged for all group gatherings</td>
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<th>General Employer Guideline</th>
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<tr>
<td>All businesses are open and operating under enhanced hygiene and cleaning regimen. Monitoring health of workforce and customers.</td>
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<th>Best Practices for Employers</th>
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<tr>
<td>• Those who are, or work with, high-risk populations, should undergo daily screening/symptom* monitoring, and be tested if they begin to experience COVID-19 symptoms</td>
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<td>• Employers should work with high-risk employees to make reasonable accommodations that enable the high-risk individual to maintain employment in a safe manner</td>
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<td>• Maintain physical distancing of 6 feet; face coverings recommended when physical distancing is not feasible</td>
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<tr>
<td>• Encourage the use of face coverings to protect those who are high-risk and when physical distancing is not feasible</td>
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<tr>
<td>• Enhanced hygiene and sanitization practices</td>
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<tr>
<td>• Use online conferencing, email, or telephone in place of in-person meetings, even when people are in the same building or wear face coverings when physical distancing is not feasible</td>
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• Regularly remind employees and customers to follow distancing guidelines. Use floor markings to mark appropriate physical distance where appropriate.

• Encourage digital files rather than paper formats (e.g. documentation, invoices, inspections, forms, agendas).

• Consider what reserve supplies may be necessary to obtain (e.g., cleaning supplies or other protective equipment).

• Establish and maintain open dialogue with local communities, including key vendors and suppliers, exploring contingencies and sharing appropriate decisions about foodservice, transportation, and other services.

• Identify a workplace coordinator who will be responsible for COVID-19 issues and their impact in the workplace.

• If relevant, update emergency communication plan with key contacts and backups, chain of communications, and processes for tracking and communicating; share the response plan with employees and communicate expectations.

• Ensure every employee’s contact information and emergency contact details are up to date; ensure a plan is in place to reach employees quickly.

• Educate workforce about the threat of the COVID-19 pandemic, what the business is doing, and what they should do to protect themselves and their families.

• Prepare for absenteeism; create or maintain non-punitive leave policies so employees do not feel pressured to come to work if they are sick. Not only sick employees will stay home- others may need to care for the sick, quarantined individuals, or children; those employees should notify their supervisors.

• Provide signage at each public entrance to inform all employees and customers that they should:
  - Avoid entering if they have a fever of 100.4 degrees Fahrenheit or above, cough, trouble breathing, sore throat, muscle aches and pains, sudden changes in smell or taste, or feel generally unwell.
  - Encourage 6-foot physical distancing and face coverings when physical distancing is not feasible.
  - Sneeze/cough into cloth, tissue, elbow or sleeve (not hands).
  - Avoid hand shaking or unnecessary physical contact.
  - Wash hands often, and for at least 20 seconds.

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**Cleaning & Hygiene Guidelines for Employers**

• Promote etiquette for coughing, sneezing, and regular handwashing. Encourage employees to avoid touching face, especially eyes, nose, and mouth; place signage that encourages hand and respiratory hygiene.

• Encourage contactless pay options if possible; disinfect transaction equipment regularly.

• When possible, discourage sharing of work tools and equipment or disinfect between use.

• Make a list of high-touch surfaces requiring routine disinfecting and perform routine environmental cleaning (e.g., elevator buttons, workstations, countertops, handrails, doorknobs, breakrooms, bathrooms, common areas), either twice a day or after each use.
Consider keeping a logbook of cleaning regimen. Those cleaning should:
- Follow precautions listed on the disinfectant product label
- Prior to disinfecting, clean surfaces with soap and water if soiled
- Use EPA-approved disinfectant, industrial cleaner, diluted bleach, or alcohol solutions

- Provide disposable disinfecting wipes for employee use on high-touch surfaces; provide no-touch trash bins
- Make hand sanitizer, soap and water, or effective disinfectant readily available. Provide pop-up handwashing stations or facilities where necessary (e.g. open houses, construction sites)
- Personal Protection Equipment (PPE) should not be shared and should be disposed of properly
- Employees should be conscious of cross-contamination while using gloves and wash their hands after removal

## Employers Monitoring Symptoms

- Symptom checking in business interactions
- Train managers/leadership to recognize signs of COVID-19 and to be clear on relevant protocols
- Sick employees or close contacts of positive COVID-19 individuals should stay home
- Employees who become sick or who develop COVID-19 symptoms while at work should be separated from other employees/customers immediately and sent home; immediately clean and disinfect areas the sick employee visited. Encourage employees to report any illness to a manager, especially if sick with fever, cough, trouble breathing, sore throat, muscle aches and pains, sudden changes in smell or taste
- If an employee is confirmed COVID-19 positive, employers should inform close contact employees while maintaining confidentiality; close contact employees should follow local health department guidance

* Symptoms include fever of 100.4 degrees Fahrenheit or above, cough, trouble breathing, sore throat, sudden change in taste or smell, muscle aches or pains