

COVID-19 Health and Safety Policies For Nannies and Families

Required Policies	1
1. Covid-19 Policy	1
2. Health Check Policy - COVID 19	2
3. Illness Policy - COVID 19	3
4. Face Coverings	3
Best Practices	4
5. Introductory Call	4
6. Day of Care Checklist	5
Frequently Asked Questions	5

Required Policies

I. Covid-19 Policy

The health and well-being of our families and nannies are our highest priorities. In the interest of limiting the opportunity for transmission through our community, we are taking the following precautionary measures:

If you (or anyone in close contact* with you) has:

- (a) A suspected or confirmed case of COVID-19 (for example – close contact at school, work, religious service, social gathering); **or**
- (b) Traveled:
 - internationally; or
 - domestically, from any area which is the subject of travel restrictions under applicable state and local guidance.

Then, you may not give or receive care for 14 days.

The **return to work/care** policy for known or suspected exposure to or confirmed case of COVID-19 is:

Fourteen (14) days after the last potential exposure or travel, you may return to work or receive care again, provided these three things have happened:

- (a) At least 10 days have passed since any member of the household first experienced symptoms; **and**
- (b) Symptoms have improved for any member of the household that experienced symptoms (for example, cough or shortness of breath has improved); **and**
- (c) The household has been fever-free for at least 72 hours without the use of fever-reducing medicines.

Please note, depending on the circumstances we may require you to obtain medical clearance before return to work or care will be allowed.

***CLOSE CONTACT:** is defined by the CDC as (1) being within approximately 6 feet (2 meters) of a COVID-19 case for a prolonged period of time and can occur while caring for, living with, visiting, or sharing a health care waiting area or room with a COVID-19 case, or (2) having direct contact with infectious secretions of a COVID-19 case (e.g., being coughed on). Considerations when assessing close contact include the duration of exposure and the clinical symptoms of the person with COVID-19.

Individuals in the same household, including individuals who may not live in the household but may be staying there or are otherwise present in the household on a regular basis (e.g. nannies, home health workers, contractors, etc.) are considered to be in close contact.

FOR MEDICAL PROFESSIONALS: If contact occurs while wearing recommended personal protective equipment or PPE (e.g., gowns, gloves, NIOSH-certified disposable N95 respirator, eye protection), that contact will NOT be considered close contact for purposes of this policy.

Notify your CNST office immediately if you become aware of a suspected or confirmed case of COVID-19 within 14 days after any care assignment.

2. Health Check Policy - COVID 19

ALL NANNIES, FAMILIES, CHILDREN AND THEIR RESPECTIVE HOUSEHOLD MEMBERS MUST CONDUCT A DAILY HEALTH CHECK BEFORE ANY CARE SESSION.

Should you have any of the following symptoms, you cannot provide or receive care that day.

- Fever of 100.4 F or higher, now or in the preceding 72 hours
- Cough
- Sore Throat

- Muscle Aches
- Difficulty Breathing
- New Loss of Taste or Smell

Notify your CNST office right away.

Return to Work or Care for Symptoms

Consistent with our COVID-19 Policy, the nanny or household will be required to not give or receive care for 10 days unless medical clearance is provided by a physician indicating that the presenting symptoms are associated with a known non-COVID-19 illness. The physician's note must not be from a family member.

Giving or receiving care can resume:

1. After the exclusion period (i.e. 10 days), provided:
 - at least 10 days have passed since any household member first experienced symptoms,
 - Symptoms have improved for any household member that has experienced them, and
 - the household has been fever-free for at least 24 hours (without fever-reducing medication), OR
2. After receipt of clearance to return from a medical provider:
 - that the symptomatic individual has been evaluated and the medical provider has determined that the symptoms are associated with an alternate, diagnosed illness; or
 - that the symptomatic individual has tested negative and can return after being fever-free for 24 hours (without the use of fever-reducers) and symptoms are resolving.

3. Illness Policy - COVID 19

Suspension of a care session is sometimes necessary to reduce the risk of COVID-19 transmission. To reduce the risk of contagion, if a child, nanny or anyone else present in the household becomes ill during a care session, notify your CNST office. Make arrangements for alternate supervision of the child (ren) within 1.0 hour of notification.

4. Face Coverings

Masks or face coverings must be worn by all individuals in the home over the age of 5. This includes nannies, children, and adults when in the presence of the nanny.

Best Practices

5. Introductory Call

Nannies are required to contact the family prior to each care session via phone call or text. The following items will be covered before providing care:

- **Health Checks. The nanny will reiterate with the family:**
 - The nanny is required to complete a daily health check and currently complies with the check ([refer to Health Check Policy on page 2](#))
 - Each member of the family's household is required to complete their own health check (including a temperature screen) EACH day of care prior to the scheduled care session
 - Families and nannies should exclude themselves from care that day if anyone in their household has:
 - known or suspected COVID exposure
 - symptoms identified as part of the daily health check
- **Mildly Ill Care. Due to the COVID-19 pandemic, CNST cannot care for ill children. The nanny will confirm expectations with the family:**
 - If the child/children becomes ill prior to care, the care must be cancelled.
 - Should the nanny arrive and find a sick child or learn the family should be excluded due to the COVID-19 or health check policy, the nanny will contact their supervisor immediately.
- **Available Outdoor Space**
 - **Outdoor time is strongly recommended.** The nanny will ask if there is outdoor space at the home location or outdoor spaces nearby, such as a park, to increase the outdoor time during the care.
- **Social Distancing**
 - **Physical distancing greater than 6 feet is recommended by the CDC.**
 - The nanny is not able to care for other children who are not included in the family's reservation.

- **Arrival**
 - The nanny should ask and families should communicate in the Intro call how the nanny should approach the home and greet the family to ensure everyone's safety and comfort.
 - Review the health care checklist again upon arrival and before entering the home EACH day care is provided. If anything has changed, the CG should not enter the home and should call the office immediately for further instruction.
 - The nanny will ask to wash hands upon arrival to the home.
- **Sanitized Materials.**
 - **The nanny may bring sanitized supplies to interact with the child/children.**
 - Please discuss in the Intro call family preferences with regard to bringing items into the home or using items in the home.

6. Day of Care Checklist

- Both family and nanny complete a daily health check and notify their CNST office of any symptoms that fail the health check.
- Masks or face coverings are strongly recommended to be worn by all individuals in the home over the age of 5, except for Bright Horizons Back-Up Care where masks are required to be worn by all individuals in the home over the age of 5. This includes nannies, children, and adults when in the presence of the nanny.
- Nanny sanitizes all nanny bag supplies taken into the home (even if not used). If any items are unable to be sanitized, they will not be brought into the home.
- Nanny washes hands immediately upon entering the home.
- Wash hands frequently (nanny and child/children), especially before and after meals as well as after using the bathroom.
- Wash hands prior to leaving the care location.
- Contact your CNST office if there are any concerns about the care delivered.

Frequently Asked Questions

Q: If a nanny or family has a known or suspected exposure, do they need to discontinue giving or receiving care the full 14 days even if they receive a negative COVID-19 test?

A: Yes. The rationale for the 14-day pause is based on the latency period associated with COVID-19. Symptoms can develop up to 14 days after exposure even if there is a prior negative test during those 14 days.

Q: Why do the policies disallow care if a *member of the nanny's household* has symptoms or exposures?

Each College Nannies, Sitters and Tutors location is independently owned and operated

© 2020 College Nannies, Sitters and Tutors Development, Inc.

OP - 427 | Page 5 | November 2020

A: Household transmission is a leading cause of transmission for COVID-19. Once someone in the house has had a known or suspected exposure or has developed symptoms, there is a higher risk of exposure for the other members of the household.

Q: If a nanny or someone in the nanny's household or a customer's household develops symptoms, when can the nanny provide care again and customer receive care again?

A: Once a nanny or someone in the nanny's household or customer's household develops symptoms identified as part of the required health check, there must be at least a 10-day pause on care until meeting the return criteria. If the household can provide clearance from a physician stating the symptoms are non-covid related, the nanny may be able to return sooner. A negative COVID test without medical provider clearance still requires a 10 day suspension.

Q: If a nanny or family chooses to get tested for COVID-19, do they need to pause giving or receiving care until they have results?

A: If the test was due to a known or suspected exposure, the requirement is to pause giving or receiving care for 14 days regardless of the test result. If the test was for "peace of mind" and NOT due to any known or suspected exposure and not due to the presence of symptoms, there is no need to pause care until and unless a positive result was received.

Q: If a nanny or household member or customer's household has one symptom such as cough that disappears immediately the following day, how long before care can be resumed?

A: Any time a nanny or household member or customer's household is symptomatic the care must be paused for at least 10 days (subject to passing return criteria) unless cleared to return if the symptomatic individual elects to provide clearance from a medical professional.