

WASHINGTON STATE COALITION

WSCADV

AGAINST DOMESTIC VIOLENCE

Coronavirus:

What

Advocates

Need to Know

March 16, 2020

1:00-2:30

Jake Fawcett & Judy Chen

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Shelter & Advocacy services

- “At no time should residents be housed in large dormitory style settings with multiple families/persons to a room. Whenever possible residential housing should provide individual quarters per survivor/family.” (NNEDV)
- Shift as many in-person services as possible to mobile, remote or tech based services
- Motel vouchers
- Housing advocacy so survivors can keep their own housing or quickly move to new housing
- Support Groups – how to offer services differently

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DSHS DV Unit Contractors

“In response to the state and local public health recommendations associated with the novel coronavirus (COVID-19), your program may take the following temporary, time-limited actions:

- You may suspend offering support groups on a temporary basis *through April 24, 2020*.
- You may suspend your community education, outreach and prevention efforts *through April 24, 2020*.
- (Note: Because the work you do is so important to families experiencing domestic violence, we encourage you to consider whether some community education, outreach and healthy relationship efforts could be maintained, using digital strategies and within available staffing resources.)”



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Confidentiality

- A program receiving Violence Against Women Act (VAWA), Victims of Crime Act (VOCA), or Family Violence Prevention and Services Act (FVPSA) funds CANNOT disclose survivors’ personally identifying information, unless mandated to do so by a statute or court order.
- If there is a state statute requiring that a COVID-19 (or any other identified infectious disease) report be made to the U.S. Centers for Disease Control and Prevention (CDC) or a state or local health department, then that report should be made in accordance with the law.
- As with other types of legally mandated reports, the program should make reasonable efforts to have the survivor make the report; if the survivor chooses not to make the report, the program should communicate with the survivor that the program staff will have to make the report, and help the survivor prepare or plan for that as necessary.



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Confidentiality

- Remind staff that there will be absolutely NO disclosure of anyone's health status outside of a legal mandate.
- Unless your state has a law requiring you to report communicable diseases, voluntarily choosing to report violates federal confidentiality law.
- Reporting could trigger invasive inquiries that require identifying information on all the people who interacted with the reported person. It may result in breaching the confidentiality of multiple clients and exposing many of them to various harm. Beyond being located, it could open them to CPS investigations and could be used against them to challenge custody.




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Operations

- Skeleton crews – rotating, essential staff
- Work remotely
- Mobile phones
- Shifting staff to direct advocacy services
- Paid sick leave
- Flexibility re: school closures, childcare



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<https://www.wahbexchange.org/>

Special Enrollment Period

In response to the potential growth of Coronavirus (COVID-19) cases, the Washington Health Benefit Exchange (Exchange) announced a limited-time special enrollment period for qualified individuals who are currently without insurance. This special enrollment period (SEP), that runs through April 8, 2020, will allow uninsured individuals to enroll in health insurance coverage through *Washington Healthplanfinder*.

Until April 8, individuals seeking a special enrollment must contact the Customer Support Center between 7:30 a.m. to 5:30 p.m. Monday-Friday at 1-855-923-4633; TTY: 1-855-627-9604, or a local certified broker or navigator, request the SEP, and *select a plan* by April 8 for coverage start date beginning April 1, 2020. Language assistance and disability accommodations are provided at no cost.

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Paid Sick Leave and Coronavirus (COVID-19) Common Questions

How can employers provide their employees additional paid sick leave or cover lost wages that may result from COVID-19?

Employers who are concerned by the public health implications of COVID-19 have a number of options available to promote the health and well-being of their employees.

- Employers may provide more generous paid sick leave than that required by the paid sick leave laws.
- Employers may allow employees to use paid sick leave for additional purposes beyond the minimum authorized purposes in statute. See [RCW 49.46.210\(1\)\(e\)](#).
- Employers may temporarily choose to waive verification requirements or relax their existing policy for employees using paid sick leave in connection with COVID-19.
- Employers may develop and implement new policies to frontload paid sick leave to ensure that employees will have enough to cover absences related to COVID-19. L&I has model frontloading policies available online.
- Employers may provide workers with advances on wages, provided that the terms of repayment comply with applicable deduction regulations.

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Home > Workers' Rights > LEAVE > Paid Sick Leave

Optional Paid Sick Leave Policies

- Employers may establish shared leave policies if they do not have them. They can also relax existing policies to allow workers with leave balances to donate leave to co-workers who do not have sufficient amounts to cover absences due to illness. See [WAC 296-128-710](#).


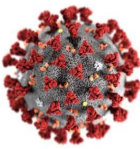
You may frontload or provide employees access to their paid sick leave before they accrue it if you include it in your **written paid sick leave policy**. With frontloaded paid sick leave, you should project how many hours the employee would normally accrue during the period of time you are frontloading.

Here are some examples of frontloading:

- You can provide the paid sick leave hours your employees would normally accrue a month in advance at the beginning of the month.
- You can provide employees one full day of paid sick leave when they start working for your company.

Keep in mind that a full-time employee would typically accrue one day of paid sick leave every eight weeks at the minimum accrual rate. A part-time employee working 20 hours a week would take nearly four months to accrue one day of paid sick leave. By frontloading, your employees can access paid sick leave that they have not accrued yet.

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Novel Coronavirus
Outreach
BOMA Presentation


Webinar March 2020

Public Health – Seattle & King County

Debra Baker – Speakers Bureau Lead

Public Health

Seattle & King County



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Speakers




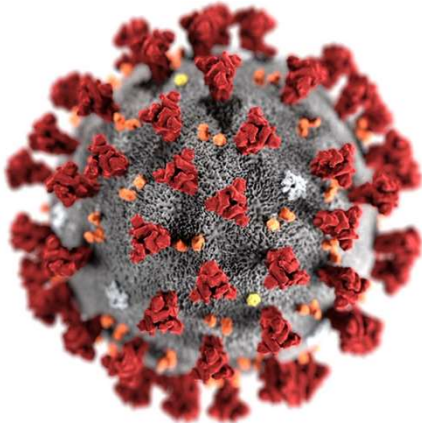
Debra Baker, CCJS, ODCP, is an Organizational Development Practitioner with King County Human Resources. She attended Columbia University for business and has a strong background in business management, social work, criminal law, and building healthy communities, systems, and teams. Debra is a national award winning recipient.

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What is novel coronavirus (COVID-19)?




For the latest information on the coronavirus check the CDC website: <https://www.cdc.gov/>

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What Can We Do?

Our goal is to slow the spread of this virus!




- There is no vaccine for this virus yet. Experts are working on it.
- The goals of these actions are to:
- Reduce the number of people infected and the number of deaths caused by COVID-19
- Minimize the social and economic impacts of COVID-19 on communities
- Protect individuals at risk for severe illness, including older adults and people with underlying health conditions

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Public Health Orders - Gatherings

Under the Health Officer’s order in King County:



- Events with more than 50 attendees are prohibited.
- Public events with fewer than 50 attendees are prohibited.



event organizers can take these steps:

- Older and vulnerable individuals have been encouraged not to attend
- Recommendations for social distancing and limiting close contact (6ft for 10 min) are met
- Employees or volunteers leading an event are screened for symptoms each day
- Proper hand washing, sanitation, and cleaning is readily available
- Environmental cleaning guidelines are followed (e.g., clean and disinfect high touch surfaces daily or more frequently)
- All public and private **schools** are **closed** from March 17 through April 24 to help slow the spread of coronavirus

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Public Health Orders - Gatherings

- All bars, dance clubs, fitness and health clubs, movie theatres, night clubs, and other social and recreational establishments are **closed**.
- All restaurants and food service establishments are **drive-through, take-out and delivery services only**.
- Retail businesses and service operators such as grocery stores, drug stores, and other essential services remain open for now.




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Who is most at risk of severe illness?

Let’s keep in mind most people have mild illness.

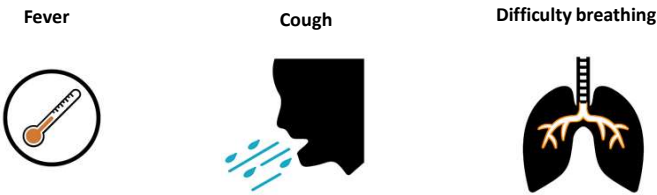
That said, risk factors for severe illness may include:

- Older age (60+) ... this includes healthy people
- Underlying chronic medical conditions... managed or unmanaged
- Weakened immune systems... cancer, organ transplants, skin conditions, immunosuppressive therapy
- Pregnancy
- Children may have less severe illness, but can put others at risk
- People at higher risk of severe illness should especially stay home



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What are the symptoms?

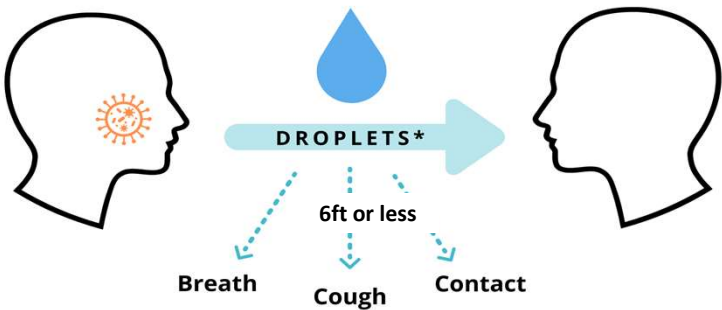


People who have been diagnosed with novel coronavirus have reported symptoms that may appear in **as few as 2 days or as long as 14 days after last exposure to the virus.**

There is no vaccination yet.

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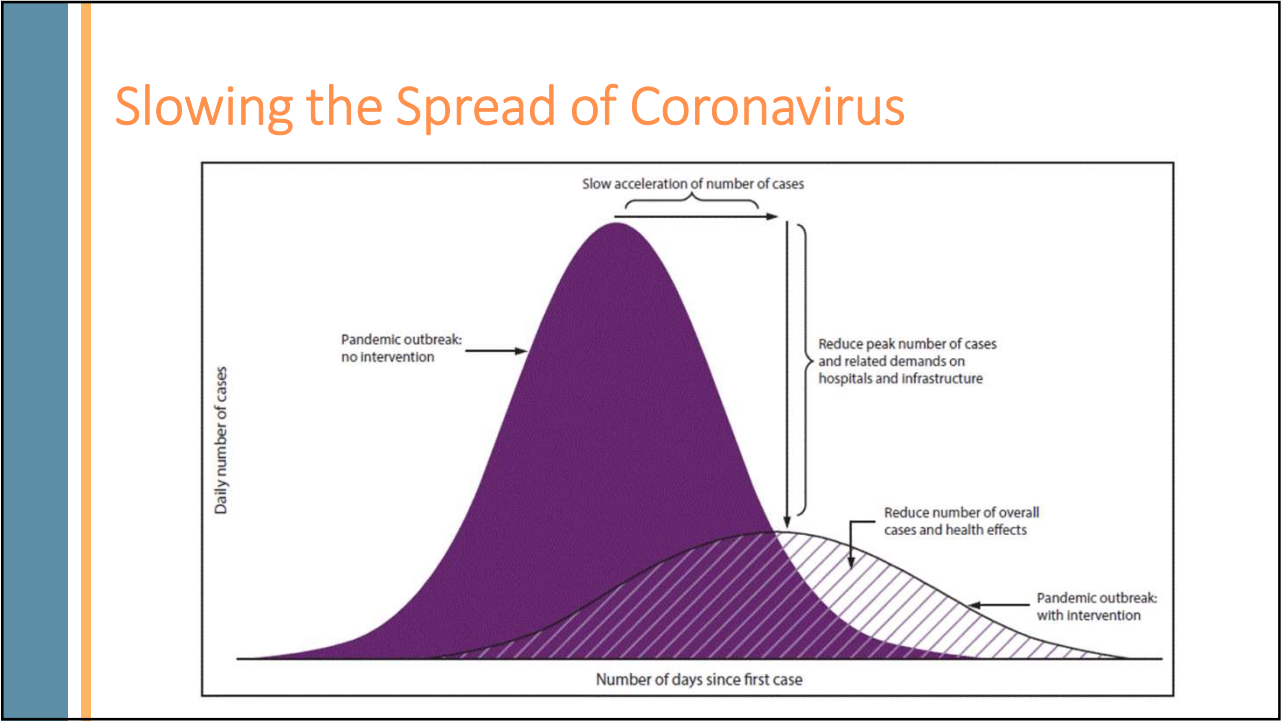
How Does Novel Coronavirus Spread?



* Droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.

Virus can live on surfaces for several days.
What is the incubation period?

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Steps to Reduce Risk of Spread

- Have a healthy hygiene practice-

Do not go to the emergency room

Practice excellent hygiene habits

Clean frequently touched surfaces and objects

Stay home when you are sick

Avoid contact with people who are sick

Vulnerable groups avoid large gatherings

Stay informed


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Reduce Risk of Spread

Cleaning and Disinfecting Surfaces

- Can last up to several days on a surface
- At least **2x per day** for frequently touched surfaces: Desktops and all work surfaces, doorknobs and door handles, Light switches and dimmer switches, computer monitors, keyboards, mice, tablets and laptops, telephone equipment, all chair rests and arms, cafeteria/eating tables and chairs, crockery, trays and cutlery, sinks, taps and kitchen areas, toilets, water fountains and drinks dispensers and vending machines, elevators and their doors and buttons.


Community Facilities with Suspected/Confirmed Coronavirus Disease 2019:
<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>




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What can you do as an individual?


Decide who will take care of children if schools are closed.



Plan how you can work from home, if possible.




Be ready to help neighbors during a pandemic.



- Clean frequently touched surfaces and objects
- Plan to have extra supplies of important items on hand
- Plan ways to care for those at greater risk for serious complications
- Check on your staff
- Get to know your neighbors
- Schedule virtual time with friends and family.

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Who Should Seek A Medical Evaluation?




- If you have symptoms like fever, cough, or difficulty breathing, call your healthcare provider. **Do not go to the emergency room.**
- If you do not have a provider, call a Public Health Clinic: <https://www.kingcounty.gov/depts/health/locations.aspx>
- If you are having a medical emergency, call 9-1-1.
- If you are in King County and believe you were exposed to a confirmed case of COVID-19, contact our **King County Novel Coronavirus Call Center: 206-477-3977**. Hours of operation is 8am to 7pm.

Note that call volume may be very high; we thank you for your patience in getting through to a call taker.

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Who is getting tested?



- Not everybody who feels ill needs to be tested, particularly if you have mild illness.
- If you are sick with fever, cough or shortness of breath **and are in a high risk group**, call your healthcare provider to discuss whether you should be tested for COVID-19.
- While testing is becoming more available, there are limitations in providers’ capacity to obtain samples and process lab results rapidly.

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What are Isolation and Quarantine?



- **Isolation:** separation of people who are **currently ill** and able to spread the disease and who need to stay away from others in order to avoid infecting them.
- **Quarantine:** separation of people who are **not currently showing symptoms** but are at increased risk for having been exposed to an infectious disease; for people who become sick and spread the infection to others
- Home isolation or quarantine is always the preferred choice

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What are Epidemic and Pandemic?




- **Epidemic** - Outbreak (epidemic) is more local. **Epidemic** refers to an increase, often sudden, in the number of cases of a disease above what is normally expected in that population in that area
- **Pandemic** - Pandemic refers to an **epidemic** that has spread over several countries or continents, usually affecting a large number of people.

Source: The CDC

<https://www.cdc.gov/csels/dsepd/ss1978/lesson1/section11.html>

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Employees to Stay Home When Sick



- Community benefits to telecommuting and/or temporarily closing businesses
 - Reduce additional exposure to frontline employees who often have access to fewer resources to handle being sick
 - Model trust that work can get done remotely just as well
 - Center human health in a compassionate way by caring for others' health
 - Good for the environment
- Consider pandemic planning job duties that people can do to support the organization from home.
- Work with funders to shift any contract deliverables
- [Paid sick leave](https://www.kingcounty.gov/depts/health/communicable-diseases/disease-control/novel-coronavirus/anti-stigma.aspx): <https://www.kingcounty.gov/depts/health/communicable-diseases/disease-control/novel-coronavirus/anti-stigma.aspx>

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Understand workplace rights and responsibilities

- [Washington paid sick leave](#)

Employees have rights, and employers have significant responsibilities under Washington's Paid Sick Leave law, which was passed by voters in 2016 as part of Initiative 1433. As of Jan. 1, 2018, employers in Washington state are required to provide paid sick leave to their employees.
- [Washington paid family leave](#)

Paid Family and Medical Leave is a benefit for Washington workers. It's here for you when a serious health condition prevents you from working or when you need time to care for a family member, bond with a new child or spend time with a family member preparing for military service overseas.
- [City of Seattle's Paid Sick and Safe Time](#)

The City of Seattle's Paid Sick and Safe Time ordinance requires employers operating in Seattle to provide all employees with paid leave to care for themselves or a family member with a physical or mental health condition, medical appointment, or a critical safe issue.
- [U.S. Equal Employment Opportunity Commission](#)

Pandemic Preparedness in the Workplace and the Americans with Disabilities Act.

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Things That Keep Us Healthy

- Find ways to have social interaction
- Eat healthy diet
- Get sleep – this helps your immune system
- Get fresh air
- Mindfulness techniques
- Stretching/yoga
- Call to check in on people in your community
- Keep kids active when they aren't in school
 - Nearby park
 - Walks around neighborhood
 - Games to play
 - Dance party at home

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What can you do if you see stigma or bias?

VIRUSES DON'T DISCRIMINATE

AND NEITHER SHOULD WE

Stigma will NOT fight coronavirus. Sharing accurate information will.

Learn more: kingcounty.gov/ncov

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VIRUSES DON'T DISCRIMINATE, AND NEITHER SHOULD WE

CORONAVIRUS AND STIGMA

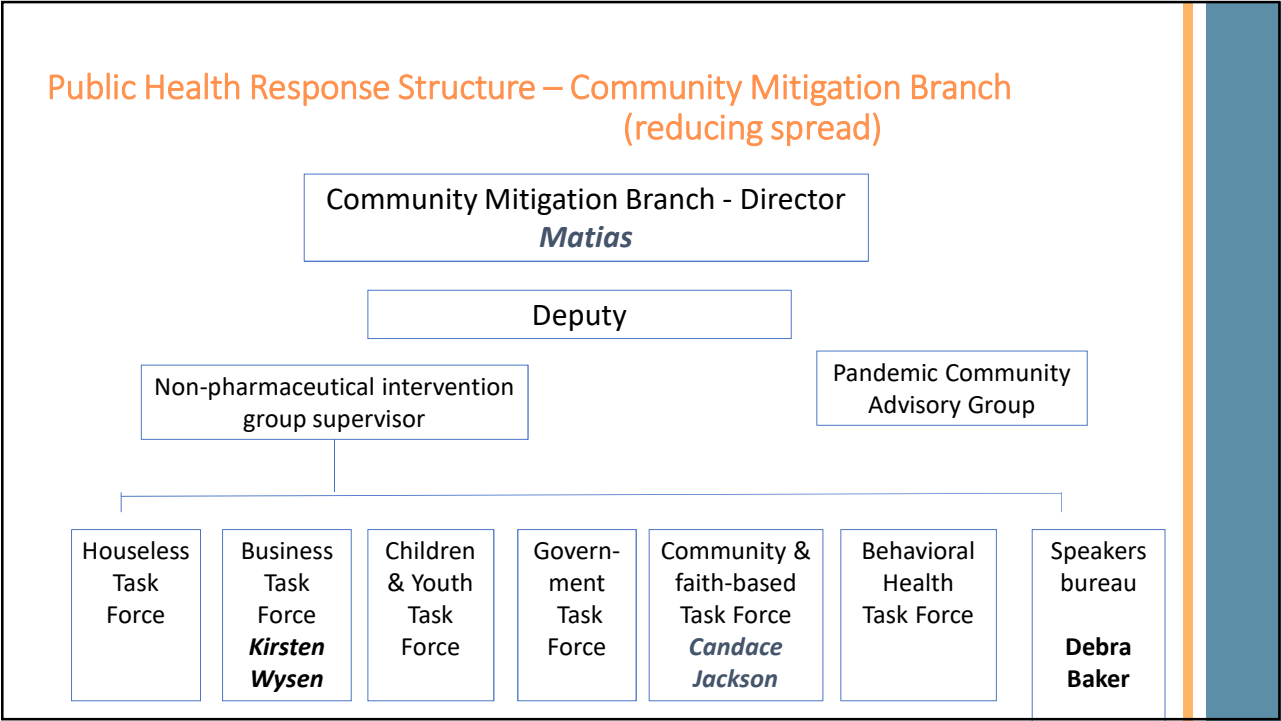
- Coronavirus doesn't recognize race, nationality, or ethnicity.**
2019 novel coronavirus started in Wuhan, China. That's just geography. Having Chinese ancestry – or any other ancestry – does not make a person more vulnerable to this disease.
- Wearing a mask does not mean a person is ill.**
People wear masks for a variety of reasons, including to avoid pollen and air pollution and for cultural and social reasons. We should not judge someone for wearing a mask or assume they are sick.
- You can interrupt stigma. Start by sharing accurate information.**
Avoid spreading misinformation. Stay informed through reputable, trusted sources:
 - Centers for Disease Control and Prevention
 - Washington State Department of Health
 - Public Health – Seattle & King County
- Speak up if you hear, see, or read misinformation or harassing comments.**
Gently correct the false information, and remind the speaker: prejudiced language and actions make us all less safe. If a serious harassment occurs, consider reporting it. Find resources here: kingcounty.gov/ncov/anti-stigma
- Show compassion and support for those most closely impacted.**
In schools and workplaces, create learning opportunities for students and staff that dispel racist and misinformed ideas. Listen to, acknowledge and, with permission, share the stories of people experiencing stigma, along with a message that bigotry is not acceptable in your community.

[Kingcounty.gov/ncov/anti-stigma](https://kingcounty.gov/ncov/anti-stigma)

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Find these resources and more at: <https://bit.ly/2Vm455V>

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What is Public Health doing?

- Conducting disease surveillance & investigation
- Coordinating services for cases under isolation and quarantine
- Disseminating messages and materials
- Engaging with communities who might be most impacted

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How to stay informed

- **Information is changing frequently**
- Check and subscribe to Public Health's website www.kingcounty.gov/COVID
 - Common questions by audience
 - Downloadable fact sheets in multiple languages
 - Call center information (King County & WA State Dept of Health)
 - When and how to seek medical evaluation and advice
- Subscribe to the blog www.publichealthinsider.com
 - Provides further context, rationale, and guidance
- Translated Public Health and state helpline info: welcoming.seattle.gov/covid-19/

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QUESTIONS?

Public Health – Seattle & King County

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- Candace Jackson – Candace.Jackson@kingcounty.gov
- Kirsten Wysen – Kirsten.Wysen@kingcounty.gov

For Coronavirus Presentations

- If you have a group that would like this presentation, please have them contact: Debra.Baker@Kingcounty.gov

For more information visit: kingcounty.gov/covid

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