



# COVID-19 ACTION PLANNING

Being in the midst of the massive disruption caused by a pandemic can cause an undue amount of uncertainty. Knowing the facts and having a plan in place will reinforce the stability and profitability of your business.

## CLEAN

Alcohol wipes and hand sanitizers are no match for soap and hot water.



## SANITIZE

Healthy buildings have increased cleaning, ventilation and humidity.



## COMMUNICATE

Inform clients about your action plan as well as any infection events at work.



## ACCOMMODATE

Understand your regulatory and social responsibilities to your employees.



## ACCEPT

Avoid stereotyping people based on ethnicity or other protected classes.



# HUMAN CAPITAL COMPLIANCE

## REGULATIONS TO CONSIDER IN A PANDEMIC:

### **OSHA**

The General Duty clause requires a workplace that is free of recognized hazards.

### **WORKERS COMPENSATION**

Claims may be filed if illnesses or deaths result from work-related incidents.

### **FMLA**

Leaves of absence for illness may be protected under FMLA and run concurrent with Workers Comp.

### **ADA**

EEOC has provided guidance on acceptable ways to mitigate risk during a pandemic, including attendance, mandatory telecommuting, return-to-work, and discrimination issues.

