



1.6.12 COVID-19 Policy v1.1

Introduction

Beyond Blindness (BB) wishes as far as possible to protect its members, its staff, its volunteers, and the general public from COVID-19 pandemic.

Beyond Blindness will facilitate, through its policies and procedures, strategies designed to reduce risks to its members, its staff, its volunteers, and the general public, consistent with occupational/work health and safety obligations. BB will comply with all directions from public health authorities in relation to COVID-19

This policy falls within the field of operation of BB's overall Risk Management Processes.

Purpose

This policy outlines the guidelines and procedures following the revocation of the COVID-19 vaccination policy within our organization. As the Public Health Order in regards to the COVID-19 vaccination requirements are no longer in effect, this policy aims to establish a framework that promotes a safe and inclusive environment for all employees, members and volunteers and other stakeholders.

This policy applies to employees, contractors, consultants, and volunteers at BB including all personnel affiliated with third parties.

This policy will be implemented immediately upon approval and communicated to all relevant parties. It will remain in effect until further notice or until circumstances warrant a revision.

Disclaimer: Beyond Blindness is not responsible for any non-compliance or consequences resulting from individual actions taken based on previous policies retrospectively.

Responsibilities

Board Members

By exercising due diligence, each Board Member is responsible for ensuring the BB complies with its duties and obligations under WHS Act.

CEO

By exercising due diligence, CEO is responsible for ensuring that the association complies with its duties and obligations under WHS Act.

Workers

Workers are defined as everyone who conducts work for, or with the Association workplaces and includes the Board of Management, CEO, employees, volunteers, contractors and sub-contractors.

Each worker is required to take reasonable care for his or her own health and safety, and make sure that their acts or omissions do not adversely affect the health and safety of other persons. Workers must also comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the association regarding Work Health and Safety and to abide by the policies and procedures of the association relating to health and safety.

Others at Beyond Blindness

Visitors - All visitors (including Members) entering the association premises or locations are required to comply with this Policy and related procedures, programs and activities of the organisation and to observe directions on WHS from designated workers of Beyond Blindness. Failure to comply or observe a reasonable direction will result in expulsion from all Beyond Blindness premises and locations.

Policy

1. General Guidelines:

- 1) **Vaccination Status:** The organisation will no longer require proof of COVID-19 vaccination for employees, clients, or visitors to access the premises or participate in activities. While BB is revoking the mandatory policy, it strongly encourages all employees//volunteers and members to consider getting vaccinated against COVID-19. Vaccination remains an essential tool in reducing the spread of the virus, protecting our health and well-being, and contributing to the overall efforts to overcome this global pandemic.
- 2) **Self-Identification Process:** Staff/volunteers should self identify themselves as unvaccinated . Those who have not received the COVID-19 vaccination are encouraged to self-identify as unvaccinated. This disclosure will be entirely voluntary, and no volunteer will be compelled to provide this information. Volunteers who self-identify as unvaccinated will be treated with respect and without discrimination
- 3) **Health and Safety Measures:** While vaccination is no longer mandatory, the organisation will continue to prioritise the health and safety of individuals. Other preventative measures, such as hand hygiene, respiratory etiquette, and regular sanitisation, will remain in place to minimize the risk of COVID-19 transmission.
- 4) **Compliance with Public Health Guidelines:** The organisation will stay informed about relevant public health guidelines and will adapt its policies accordingly to maintain a safe environment.

2. Monitoring and Adaptation:

- 1) **Public Health Guidance:** Beyond Blindness will stay informed about evolving public health guidance regarding COVID-19. Policies and procedures will be regularly reviewed and updated to align with recommended practices.
- 2) **Feedback and Evaluation:** BB will encourage feedback from employees and stakeholders regarding the effectiveness and impact of this policy. The feedback will be used to improve processes, address concerns, and ensure ongoing compliance with health and safety guidelines.

Policy Authorisation



Approved by Board of Management

Date : 20/6/2023

Procedure

To protect yourself and others from COVID-19 and the flu, it's important to follow certain safety procedures. While some guidelines may vary depending on local health authorities and specific circumstances, here are some general recommendations:

1. **Vaccination:** Get vaccinated against COVID-19 and the flu as per the recommendations of your healthcare provider. Vaccines can significantly reduce the risk of severe illness, hospitalization, and transmission.
2. **Hand hygiene:** Wash your hands frequently with soap and water for at least 20 seconds, especially after being in public places or touching surfaces. If soap and water are unavailable, use hand sanitizer with at least 60% alcohol content.
3. **Face masks:** Wear a mask that covers your nose and mouth in public indoor settings or when in crowded outdoor areas, particularly if social distancing is challenging. Follow the guidelines provided by local health authorities regarding mask usage and any specific requirements.
4. **Respiratory etiquette:** Cover your mouth and nose with a tissue or your elbow when coughing or sneezing. Dispose of used tissues appropriately and wash your hands afterward. Avoid touching your face, especially your eyes, nose, and mouth, as this can facilitate the transmission of viruses.
5. **Social distancing:** Maintain physical distance of at least 1 meter (3 feet) from individuals who are coughing, sneezing, or displaying symptoms of illness. In crowded settings, try to maintain distance as much as possible.
6. **Ventilation:** Ensure proper ventilation in indoor spaces, especially when interacting with individuals outside your household. Open windows or use air conditioning systems that circulate outdoor air whenever feasible.
7. **Cleaning and disinfection:** Clean and disinfect frequently touched objects and surfaces regularly, as these can be potential sources of viral transmission. Use disinfectants recommended by health authorities and follow the instructions for proper application.
8. **Stay home when unwell:** If you're feeling unwell, experiencing symptoms associated with COVID-19 or the flu, or have had recent close contact with an infected individual, it's crucial to stay home, self-isolate, and seek medical advice as appropriate.
9. **Follow public health guidelines:** Stay informed about the latest guidelines and recommendations issued by your local health authorities and follow them diligently. These guidelines may include testing requirements, quarantine protocols, and travel restrictions.
10. **Close Contacts:** If you have had close contact with someone who has COVID-19, you are at an increased risk of getting COVID-19. Close contact includes living with or having spent a lot of time indoors with someone with COVID-19.

People with COVID-19 are considered infectious two days before their symptoms started, or two days before their positive COVID-19 test was taken if they have no noticeable symptoms.

If you are a close contact, there are important things you can do to reduce the risk to others:

- 1) **Monitor for symptoms.** If you get sick you should get tested and stay at home until you are well.

- 2) Don't attend to face to face activities If you have to visit, do a rapid antigen test before you go.
- 3) Wear a mask when in indoor places
- 4) Frequent rapid antigen testing to help identify an infection early. This is particularly important if you are in contact with people at high risk of severe illness.
- 5) Notify the Manager that you are a close contact.

Following these close contact guidelines for at least 7 days will help to protect our community, in particular people at risk or with health vulnerabilities, while you are potentially infectious.

Related Documents

Standards and Legislation

Work Health and Safety Act 2012 (SA)

Work Health and Safety Regulations

2012 (SA)

Codes of Practice (Safe Work SA)

Beyond Blindness Documents

Hazard Identification and Risk

Management Policies and Procedures

Continuous Improvement Policy
Procedures

Worker Induction Policy and
Procedures

Procedure Authorisation

Approved by CEO

Date: 20th 6 . 2023

