

COVID-19 Preparedness Plan for Upper Midwest Gay Lesbian Athletic Association (GLASS)

The Upper Midwest Gay Lesbian Athletic Association (GLASS) is committed to providing a safe and healthy recreational play environment for all our participants. To ensure we have a safe and healthy environment, GLASS has developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. Our open play & league leaders and participants are all responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our recreational environments and our community, and that requires full cooperation among our organizational leadership & participants. Only through this cooperative effort can we establish and maintain the safety and health of all persons in our workplaces.

The COVID-19 Preparedness Plan is administered by the GLASS Board, who maintains the overall authority and responsibility for the plan. However, our open play & league leaders and participants are equally responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. GLASS's open play & league leaders have our full support in enforcing the provisions of this plan.

Our participants are our most important assets. GLASS is serious about safety and health and protecting its participants. Participant involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our participants in this process by: having them involved in the development of this plan. *We will also have the plan available on our website and integrate suggestions from our participants as possible prior to its finalization.*

GLASS's COVID-19 Preparedness Plan follows the industry guidance developed by the state of Minnesota, which is based upon Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders. It addresses:

- ensuring sick participants stay home and prompt identification and isolation of sick persons;
- social distancing – participants must be at least six-feet apart, when possible;
- participant hygiene and source controls;
- play facility building and ventilation protocol;
- play facility/equipment cleaning and disinfection protocol;
- drop-off, pick-up and delivery practices and protocol; and
- communications and training practices and protocol.

GLASS has reviewed and incorporated the industry guidance applicable to our business provided by the state of Minnesota for the development of this plan, including the following industry guidance "COVID-19 Sports Guidance for Youth and Adults" and "USAV Return to Play Guidelines". Other conditions and circumstances included in the industry guidance and addressed in the plan that are specific to our business include:

- Additional return to play guidelines

Ensure sick participants stay home and prompt identification and isolation of sick persons

Participants have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess participants' health status prior to entering the recreational environment and for participants to report when they are sick or experiencing symptoms. Participants are highly encouraged to get tested for coronavirus prior to participating in GLASS activities. Participants are not allowed to play or be at recreational venues if they are experiencing symptoms, sick or recently tested positive for coronavirus. If a participant experiences symptoms, becomes sick, or tests positive for coronavirus either while attending or following attending a GLASS event, they will leave the recreational environment (if present) and inform GLASS either via email (glass_vb@yahoo.com) or by contacting a member of the board directly. Any sick participants will not be allowed to play in GLASS events until after testing negative for coronavirus and being symptom-free for at least five days. Participants experiencing symptoms are strongly encouraged to isolate from others and ensure they are symptom-free and Coronavirus-free before being around GLASS participants again.

GLASS has also implemented a policy for informing participants if they have been exposed to a person with COVID-19 at their event and requiring them to quarantine for the required amount of time. GLASS will contact all exposed participants via email or phone to inform them of potential exposure. GLASS will also announce potential exposure via its website, social media channels, and listserv so as to keep our community informed. We will provide information on the date & venue of exposure and encourage participants to get tested and self-monitor for at least two weeks after exposure. Exposed participants must report being symptom-free & virus-free before being able to participate in GLASS events. GLASS will also consider suspending activity/events based on the nature of potential exposure or outbreak. All decisions will be made to ensure participant safety.

In addition, a policy has been implemented to protect the privacy of participants' health status and health information. GLASS will maintain participant information in a secure online document. This information will only be used to contact participants in the event of exposure or outbreak.

Social distancing – Participants must be at least six-feet apart when possible

Social distancing of at least six feet will be implemented and maintained between GLASS participants when possible. While social distancing cannot be maintained during play, participants will be required to maintain social distance at all other possible times:

- No extended congregating before or after play
- Keep physical distancing in all participant areas before, during & after play, as space allows
 - For outdoor play, bring a folding chair or other viable option to allow for six+ feet distance at all times
 - When physical distancing isn't possible, encourage consistent safe hygiene practice

Participants will also be required to adhere to other practices critical to participant safety:

- No handshakes, contact celebrations (e.g. high-fives, fist bumps, hugs, etc.)
- Each participant is required to wear a mask/face covering at all times when not participating on the field of play

GLASS will have hand sanitizer, cleaning supplies for equipment, and masks available at each event. Participants will be encouraged to bring their own masks and hand sanitizer.

Participant hygiene and source controls

Basic infection prevention measures are being implemented at our recreational environments at all times. Participants are instructed to wash their hands for at least 20 seconds with soap and water as much as possible, but especially prior to play, in between matches, after play, and after using the restroom. In the event that a washroom is not accessible, participants will be required to use hand sanitizer. Hand-sanitizer (that use sanitizers of greater than 60% alcohol) will be provided by GLASS and available at recreational environments. Source controls are being implemented at our recreational environments at all times when possible. Participants will be required to wear a mask/face covering at all times when not participating on the field of play.

Participants are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing, and to avoid touching their face, particularly their mouth, nose and eyes, with their hands. Participants are expected to dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately afterward.

Recreational environment building and ventilation protocol

GLASS will work with their facility managers to ensure that the operation of the buildings in which play takes place, includes necessary sanitation, assessment and maintenance of building systems, including water, plumbing, electrical, and heating, ventilation and air conditioning (HVAC) systems. GLASS will inquire about and encourage that the maximum amount of fresh air is being brought into the recreational environment, air recirculation is being limited, and ventilation systems are being properly used and maintained. GLASS will also encourage facilities to take steps to minimize airflow blowing across people.

Workplace cleaning and disinfection protocol

In order to adhere to as high quality safety practices as possible, all equipment will be provided by GLASS; participants will be instructed to not bring their volleyball, net, or any other communal equipment to GLASS events.

Regular practices of cleaning and disinfecting have been implemented, including a schedule for routine cleaning and disinfecting of equipment. Frequent cleaning and disinfecting is being conducted of high-touch areas, especially volleyballs and volleyball poles. Cleaning will be conducted by open play leaders at each event, using a disinfectant solution recommended by the CDC/EPA: https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cleaning-disinfection.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fprepare%2Fcleaning-disinfection.html. Should a participant become symptomatic or be diagnosed with COVID-19, all equipment will be sanitized as soon as possible after GLASS is notified.

Appropriate and effective cleaning and disinfecting supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications, and are being used with required personal protective equipment for the product. A bleach solution will be utilized to clean all play equipment. Open play leaders will be trained on how to appropriately sanitize equipment and given protective gear necessary (e.g. gloves) to do so safely.

Drop-off, pick-up and delivery practices and protocol

Every effort will be made to ensure that equipment will not need to be transferred among GLASS leaders between events. In the event that equipment needs to be transferred, the individual in possession of equipment will sanitize all

equipment prior to said transfer. Individuals in possession of GLASS equipment will be required to keep equipment in areas that are low to no risk of being in the virus vicinity (e.g. areas with limited animal and human contact).

Communications and training practices and protocol

This COVID-19 Preparedness Plan was communicated via GLASS' website, social media accounts and listserv to all participants before July 20, 2020, and necessary training was provided. Additional communication will occur via GLASS' website, social media accounts and listserv as necessary. Training on sanitation protocols will be provided to all open play leaders who did not receive the initial training.

Instructions will be communicated to all participants, guests & facility managers about protections and protocols, including: 1) social distancing protocols and practices; 2) drop-off, pick-up, delivery and general in-store shopping; 3) practices for hygiene and respiratory etiquette; 4) recommendations or requirements regarding the use of masks, face-coverings and/or face-shields by participants & guests. All participants & guests will also be advised not to enter the recreational environment if they are experiencing symptoms or have contracted COVID-19. Open play & league leaders will remind participants of the safety protocol prior to the beginning of each event.

GLASS board members and open play/league leaders are expected to monitor how effective the program has been implemented. Participants will be able to share feedback via email and GLASS' social media page. The GLASS board will also be in regular communication and share any challenges or adjustments needed to our safety plan. All of GLASS leaders and participants are to take an active role and collaborate in carrying out the various aspects of this plan, and update the protections, protocols, practices and training as necessary. This COVID-19 Preparedness Plan has been certified by GLASS leadership on July 7, 2020 and the plan was made readily available to participants on soon after. It will be updated as necessary by the GLASS board.

Additional return-to-play protections and protocols

- Participants are allowed to play on their assigned teams only (no subbing). In order to minimize interactions a team will only play one team during any given event.
- Generally speaking, no spectators or non-participants will be allowed until industry guidance advises that it is safe. If required to have a non-participant on site:
 - Mask required 100% of time
 - Social distancing 100% of the time they are on site
 - Same hand sanitizer policies required as outlined above for participants
- All attendees are required to adhere to any venue-specific policies or requests
- If a participant tests positive for Coronavirus:
 - The participant is not allowed to participate or be on site of GLASS events
 - The participant is required to stay away from any GLASS facilities for two+ weeks
 - The participant is then required to test negative for the Coronavirus or be clear of all symptoms for at least 5 days before being allowed to return to play
 - Any person displaying any symptoms at any time will be asked to leave the recreational environment
 - If a participant tests positive for the Coronavirus after event participation, they are required to inform GLASS and include any/all days/times/locations that they have participated in GLASS events in the previous two weeks
 - GLASS will then do our best to inform all teams that played at a given location on a given day at a given time following notification by a participant of a positive Coronavirus test

Participant safety is of utmost importance. Unfortunately, no amount of precaution and extra effort can guarantee a completely sterile environment, so all participants agree to participate at their own risk.

Read [USAV's Return-to-Play Guidelines](#) and the State of Minnesota's [COVID-19 Sports Guidance for Youth and Adults](#) for more information on individual and group safety measures.

Certified by:

Eric Nelson

July 7, 2020

Board President, Upper Midwest Gay Lesbian Athletic Association (GLASS)

glass_vb@yahoo.com