

## Aveanna Healthcare: COVID-19 Vaccination Accommodation Protocol

### CLINICAL/PATIENT CARE SETTING:

The following list of mask types may be worn by an AVEANNA EMPLOYEE in clinical care settings. The choice of mask is contingent upon availability. The choice of the mask should be discussed with clinical leadership. The choice of the mask must be FDA/NIOSH approved.

The choices include:

**If vaccinated, must wear one of the following mask types in any patient care area (unless eating or drinking).**

**Wear the most protective mask you can, that fits well and that you wear consistently.**

**Masks should have two or more layers.**

- Surgical mask
- **KN95 mask (no fit test required)**
- N95 mask (must be fit tested by Aveanna) - selection of mask use is contingent upon patient or environmental factors. Factors may include but are not limited to:
  - Care of a patient who requires a tracheostomy tube
  - During aerosol-generating respiratory treatments: open suctioning of airways, CPR\*, non-invasive ventilation (BiPAP/ CPAP), manual ventilation

***\*In the presence of CPR being performed by other individuals. Employees are exempt when, and if, they are performing mouth-to-mouth resuscitation.***

  - Patient who may be symptomatic for COVID-19 or COVID-19 positive
  - Any member of the household who may be symptomatic for COVID-19 or COVID-19 positive
- Or any other NIOSH approved mask

**All unvaccinated/exempted employees must always wear the following mask type when in any patient care setting (unless eating or drinking). In addition, all unvaccinated/exempted employees must always wear the following mask type when in any Aveanna office setting (unless eating or drinking):**

- **Face Shield** – Employees may want to wear a face shield (**in addition to a mask**) as an added layer of protection
- **NO surgical or procedural mask permitted**
- KN95 mask (no fit test required)
- N95 mask (must be fit tested by Aveanna) - selection of mask use is contingent upon patient or environmental factors. Factors may include but are not limited to:
  - Care of a patient who requires a tracheostomy tube
  - During aerosol-generating respiratory treatments: open suctioning of airways, CPR, non-invasive ventilation (BiPAP/ CPAP, manual ventilation
  - Patient who may be symptomatic for COVID-19 or COVID-19 positive
  - Any member of the household who may be symptomatic for COVID-19 or COVID-19 positive
- Any NIOSH approved respirator mask

## IN-OFFICE SETTING:

The following list of mask types may be worn by INTERNAL OFFICE EMPLOYEES when working in the branch location. The choice of the mask is contingent upon availability. The choices include:

- **If vaccinated** must wear one of the following masks when in common areas or group setting:
  - Multi-layered cloth mask (at least two layers)
  - Surgical mask
  - KN95 mask (no fit test required)
  - N95 mask (no fit test is required for in-office use if an employee provides and wears their own mask)
  - Any NIOSH approved respirator mask
  
- **All unvaccinated/exempted employees** must **always wear** one of the following masks (***except when eating and drinking or in a private office***):
  - Surgical mask
  - KN95 (no fit test required)
  - N95 (no fit test is required for in-office use if an employee provides and wears their own mask)
  - Any NIOSH approved respirator mask

**NOTE:** All Aveanna employees must continue to implement COVID-19 cleaning protocols, follow all infection control precautions, wear appropriate PPE, and maintain social distancing. **State/Municipality mandates must continue to be followed.**

**NOTE:** Cloth masks are textile covers that are intended primarily for source control in the community. **They are not personal protective equipment (PPE) appropriate for use by healthcare personnel in patient care settings.**