

## COVID-19 Conservation Corps Strategy

### Decision-Making Process

The Rocky Mountain Conservancy (RMC) will utilize the following decision-making rubric regarding 2020 Conservation Corps operations due to the risks of COVID-19 exposure and spread.

1. Federal, State, County, and Local Public Health Orders/Ordinances
  - a. Are there existing public health orders from the CDC, Colorado Department of Public Health and Environment, county-level public health authorities, or local public health ordinances that are incompatible with Conservation Corps operations?
    - i. If so, RMC will cancel the Conservation Corps program.
  - b. If no public health orders exist that are contradictory to Conservation Corps operations, the RMC will utilize all available guidance to establish its own internal health and safety policies (See COVID-19 Health and Safety Policies below).
2. Partner Agency COVID-19 guidance and decision-making
  - a. RMC is aware COVID-19 will impact our National Park Service and U.S. Forest Service public land partners. The Conservation Corps program structure relies on our public land partners to support camping, vehicle use, and technical project supervision for our crews.
    - i. Do NPS/USFS COVID policies prohibit any essential aspects of the program?
      1. Campsite use? Vehicle capacity restrictions?
    - ii. Do impacts to NPS/USFS internal resources impact their ability to provide technical supervision for crews?
      1. If no policies prohibit or impact essential aspects of the program, will the agencies be able to provide adequate oversight on project outcomes?
  - b. If RMC can continue Conservation Corps operations with USFS/NPS guidance and resources, RMC will establish Health and Safety Policies and submit to partner agencies for review.
3. RMC Resources
  - a. Does RMC have adequate resources (gear, PPE, staff, and budgetary) to implement and oversee the Conservation Corps program with the established/reviewed COVID-19 Health and Safety Policies?
    - i. Can RMC acquire and provide:
      1. Adequate PPE (face masks, hand sanitizer, oral thermometers, disinfectant) to ensure the successful implementation of the Health and Safety Policy?
      2. Necessary additional camping gear (individual tents, crew-by-crew dishwashing supplies, hand-wash stations)?
      3. Additional resources due to impacts on impact from NPS/USFS policies (i.e. vehicles, tools, and technical oversight)?
4. Local Community Health Resources
  - a. Are there sufficient local community health resources to responsibly introduce crews into the area with potential need for emergency care due to risk of infection?
  - b. Is there sufficient testing capacity to ensure presumed positives can be confirmed?
  - c. Is there sufficient testing capacity to provide testing for fellow crew members, if someone is identified as a presumed positive? If not, can the Conservancy adequately quarantine the crew to mitigate further exposure/risk in compliance with public health guidance?
  - d. In the event of a member becoming infected (either presumed or tested), does the Conservancy have isolation units and staff resources to house presumed or tested positive cases and support those members with supplies (assuming emergency care is not required)?

If these four conditions can be satisfied, the Conservancy will present the health and safety policies/expectations with all members to ensure their understanding, personal comfort, and acceptance of the COVID-19 risk and related mitigations. This will occur at least two weeks before the expected start date for all CC crews.

## Health and Safety Policies

Due to the COVID-19 global health pandemic, the Rocky Mountain Conservancy is instituting the following policies to ensure the health and safety of the crew members/leaders, RMC staff, partner agencies and the general public. It is critical these policies are followed. Failure to abide to the below listed items will be treated as a violation of workplace policies. AmeriCorps members and staff violating these will be subject to disciplinary action.

### COVID-19 General Information

- COVID-19 or Coronavirus is an infectious virus that can be transmitted through:
  - Person-to-person contact:
    - To become sick, you have to be exposed to the virus. CDC defines exposure as being within 6 feet (2 meters) of someone with a confirmed infection for a prolonged period of time.
    - Exposure can occur through respiratory droplets -- when an infected person coughs or sneezes, similar to how flu and other respiratory viruses spread.
  - Infected surfaces or objects:
    - It may be possible to get COVID-19 by touching a surface or object that has the virus on it and then touching your mouth, nose, or possibly your eyes.
  - **Please Note:** There is evidence indicating some infected individuals may be asymptomatic, meaning they do not experience any symptoms.
- Signs/Symptoms
  - People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. These symptoms may appear 2-14 days after exposure to the virus:
    - Cough
    - Shortness of breath or difficulty breathing
    - Fever over 100.4 degrees
  - Or at least two of these symptoms:
    - Chills
    - Repeated shaking with chills
    - Muscle pain
    - Headache
    - Sore throat
    - New loss of taste or smell
- Vulnerable Populations
  - Elderly
  - Individuals with preexisting health conditions, such as:
    - Asthma
    - Lung disease
    - Diabetes
    - Heart disease
    - Kidney/liver disease
    - Other immunocompromising conditions

### Pre-Arrival

- All members will self-quarantine for the fourteen days before their arrival in the program.
  - For all leaders/members, this will begin on June 1st.
- By self-quarantine, the RMC means you will abide by Stay-At-Home policies:
  - Only leaving the house for essential purposes.
  - Wearing a protective mask when outside of your home.
  - Washing hands frequently, especially before leaving your home and upon return.
  - Maintaining six feet of separation between yourself and others.
  - Keeping groups gatherings to 10 individuals or less.

## General

- During the 2020 Conservation Corps Season, all AmeriCorps members will be operating under a “Safer-At-Home” order. This means:
  - You are only to leave your campsite for essential activities:
    - Work, groceries, laundry, outdoor recreation.
    - Essential travel from campsite should be limited to the least number of visits possible:
      - Limiting showers per week
      - Limited trips per week to public laundry facilities through field laundry practices
      - Grocery runs only as frequently as cooler ice requires.
  - When you must leave your housing/campsite, you are required to wear a mask:
    - During all travel that includes more than one person in the vehicle.
    - In indoor public places (i.e. grocery stores, laundry facilities, restrooms, etc), even if alone.
    - In outdoor settings, where social distancing (at least six feet of separation) is not possible;
    - Anytime social distancing cannot be maintained during service (i.e. team lifting a heavy item, working collaboratively on a trail structure, loading/unloading tools, etc).
  - Groups must always be kept to 10 or fewer individuals with social distancing maintained.
  - Crews will operate as “family units,” limiting unnecessary exposure with anyone outside of their crew.
- Each member will be issued the following PPE, in addition to work gloves and protective eyewear:
  - Two protective face masks/coverings
  - Two 4oz hand sanitizer spray bottles
  - One oral thermometer
- Each crew will receive hand sanitizer refill, hand wash station, dishwashing supplies (including bleach), disinfectant wipes/spray, and biodegradable laundry soap.

## Daily Health Screening

- Temperature Checks
  - The RMC will provide all members with thermometers to monitor their daily temperatures.
    - Temperatures should be taken before leaving campsite. Thermometer readings must be shown to the crew leader and recorder daily.
    - Readings over 100.4 degrees Fahrenheit require immediate reporting to the Program Director.
    - The individual with a temperature over 100.4 will not be permitted to work until they have documented 24 hours of no fever without medication.
- Wellness Checks
  - During morning safety meetings/daily JHA’s, all members must respond to the following questions:
    - Symptoms:
      - Have you experienced any abnormal respiratory distress (cough, difficulty breathing, sneezing, runny nose, chest pain with breathing)?
        - If you have seasonal allergies, are these symptoms more severe?
    - Exposure:
      - Have you been in close contact with someone exhibiting any of the symptoms above?
      - Have you visited an area or location with known COVID-19 patients?
- If any member responds affirmatively to one or more of these questions, the individual needs to contact the Program Director immediately and will not continue with work until deemed safe. Timelines for returning to work will be based on:
  - If the individual is exhibiting symptoms (fever or respiratory distress), they must follow self-isolation guidelines (see below).
  - If an individual has come into contact with a known COVID-19 patient (including a fellow member), they must follow self-quarantine guidelines (see below).

## Self-Isolation Guidelines

Isolation guidelines need to be followed for anyone who is presumed or tested positive. As testing becomes more prevalent, a presumed positive will be tested. If the results are positive, members must continue to self-isolate per the guidelines below. If a test comes back negative, we still encourage the member to limit contact with others and manage/monitor their symptoms for improvement before returning to work.

- The RMC will have allocated isolation housing for presumed and tested positive COVID-19 cases.
  - Upon contacting the Program Director, you will be directed to pack your essential items for transportation to the RMC's isolation housing. Essential items include:
    - Clothes, toiletries, devices (cell phone, computer, etc) and other personal items for a 7-14 day self-isolation period.
    - Camping gear, unless being used for sleeping, need not be included in your packing.
  - If the member has a personal vehicle, they will be provided with directions to the isolation housing.
  - If the member does not have a personal vehicle, the Conservancy will provide transportation using a 14-passenger vehicle that includes separation between the passenger and driver.
- While in self-isolation, individuals will be brought groceries/supplies. These will be delivered and dropped off outside the housing unit without person to person contact.
- An individual may only leave isolation to seek medical care.
- Self-isolated individuals will be paid their living allowance throughout their isolation period.
- Self-isolation can last up to 14 days. Individuals should remain in isolation until:
  - You have had no fever for at least 72 hours (that is three full days of no fever without using medicine that reduces fevers)
    - AND
  - other symptoms have improved (for example, when your cough or shortness of breath have improved)
    - AND
  - At least 10 days have passed since your symptoms first appeared

Additionally, the crew with the member entering self-isolation must clean any shared surface recently used before the next use. This includes vehicles, picnic tables, cooking equipment, tools, hand wash station, restroom door handles, etc.

## Self-Quarantine Guidelines

Quarantine guidelines apply to any member or Field Coordinator who has come into close contact with a COVID-19 patient for an extended period of time (more than 10 minutes). Based on this policy, this should primarily be fellow crew members or USFS staff.

As testing becomes more prevalent, RMC hopes to be able to test all crew members who have potential exposure.

The self-quarantine guidelines parallel the policies that follow with increased emphasis on cleaning, PPE, and limiting exposure to others. This includes:

- Wearing a mask up when using any public facility, including restrooms.
- Washing your hands frequently, especially when touching any shared surface or items.
- Only sharing a vehicle with others who experienced the same potential exposure.

Local health departments/officials will be contacted regarding any presumed or tested positive case to provide consultation on a crew's ability to return to work during the quarantine period, if no additional symptoms arise.

## Vehicle Use

- Travelling
  - Non-essential travel is prohibited. Travel should only occur for essential actions, such as work, supplies, laundry, and outdoor recreation.

- Vehicles will never exceed 50% of their seating capacity with passengers always separated by at least a seat. Seating guidance:
  - 5-6 passenger vehicle:
    - No more than three people, with a driver, passenger, and only one person in back seat.
  - 12 passenger van
    - No more than six people, with a driver, passenger, one person in each middle row, and two window passengers in the fourth row.
  - 14 passenger bus
    - No more than seven passengers with driver and two passengers in each row seated by window and separated by middle aisle.
- Anytime more than one individual is in a vehicle, all individuals in the vehicle must wear masks and the windows must be open.
- While riding in a vehicle, do not touch anything unnecessarily. You should only touch your personal items. Never touch your face while in a vehicle.
- In the RMC/agency provided work vehicle, individuals will sit in the same seats for the duration of the season.
- Cleaning
  - Before and after being in a vehicle, all passengers should wash hands/hand sanitize.
  - After every use, all touched surfaces should be wiped down by an individual wearing gloves.
    - Touched/shared surfaces include:
      - Exterior/interior door handles, including the truck tail gate.
      - Steering wheel and attached shifter, windshield wiper, turn signal knobs.
      - Center console
      - Radio and climate controls.
      - Window buttons
      - Glove box handles
  - Surfaces can be cleaned with alcohol wipes or disinfectant spray, provided by the RMC.

## Gear

- Any individuals with their own camping gear (tent, sleeping bag, sleeping pad, backpack, and/or raingear) is encouraged to bring their own for their use.
- All camping gear (except for camp kitchen) provided by the RMC will be assigned to an individual, not the group. This is to limit cross contamination on shared gear.
  - Tents, sleeping bags, sleeping pads, and backpacks will **NOT** be shared.
  - Only you should touch any of these items. This includes when moving, packing, or cleaning.
- Camp kitchen includes stove, pots and pans, fuel, and kitchen shelter.
  - These items should only be used by one person per meal and cleaned thoroughly using bleach after **EVERY** use.

## Campsite

- To mitigate risk of community spread within each crew, tents will be distributed to ensure each individual has their own tent.
- Tents will be spaced to allow at least ten feet of separation between tents.
- Crews stationed in the same campground will occupy separate campsites and only interact while wearing masks and maintaining social distancing.
- Individuals will sit in the same place in any shared spaces (picnic tables, camp chairs, etc).
- Individuals will wash hands before completing any tasks related to cooking, eating, personal hygiene (brushing teeth/washing face) or cleaning.
- A handwashing station will be established at campsite before/after work.

- Handwashing station will be set up using a six-gallon water jug with spicket and a plastic dish bin.
- Handwashing spicket will be wiped using disinfectant after each use.
- Shared surfaces will be cleaned after each use.
  - Shared surfaces include: tables, door knobs, stove/ovens, cooking equipment, utensils, etc.
  - Cleaning will be done using a diluted bleach solution.

### **Cooking**

- Hands will be washed before cooking and cooks will refrain from touching unnecessary items, while cooking.
- Cooking “teams” should be decided in advance and only those assigned to cook should handle any of the camp kitchen (i.e. stove, pots/pans, cooking utensils, food preparation, etc).
- Masks will be worn by anyone within 10 feet of cooking area.
- Four-Bin Washing System (Soak, Soap, Rinse, Bleach) will be set up in advance of cooking to ensure all utensils and cookware are immediately placed in the soak to eliminate reuse.
  - Grey water produced will be deposited in camp dump tank or sump (depending on crew site)
- All touched surfaces on the cooking equipment will be wiped down after use. This includes stove knobs, propane tank regulator, and any other touched surface.

### **Bathrooms/Showers**

- Individuals will wash their hands after using the bathroom and refrain from touching unnecessary surfaces.
- Individuals are encouraged to limit their number of showers.
- When accessing showers in a shared facility, individuals must wear a mask until they enter the shower.
- Individuals will use their own soap, body wash, and shampoo.
- After leaving the shower facility, individuals will wash hands.

### **Laundry**

- Crews are encouraged to implement field laundry systems to minimize frequency of visits to shared laundry facilities (i.e. biodegradable soap, dish bins, hang dry)
- When crews visit shared laundry facilities:
  - Masks must be worn at all time.
  - Individuals should do their own laundry, not others.
  - Social distancing guidelines must be followed.
  - Individuals should not wait inside the laundry facility, while cloths are washing/drying.
  - Hands must be washed after leaving the facility.

**Please Note:** These COVID-19 Health and Safety Policies are based on the most recent available guidance from federal, state, and local public health authorities. They may be subject to change depending on changes in public health guidance. In the event of modification:

- Modified Health and Safety Policies will be reviewed by the RMC’s Safety Committee and partner agencies;
- New Health and Safety Policies will be distributed for individual corps member review;
- A virtual orientation session will be scheduled to discuss modifications with all corps members; and,
- Updates Health and Safety Policies will be uploaded to RMC’s website.

I have reviewed the Rocky Mountain Conservancy’s COVID-19 Health and Safety Policy. I understand the risks of enrolling as an AmeriCorps member during the COVID-19 outbreak. I agree to abide by the policy and hold my crew/fellow crew members accountable for their adherence to the policy. I understand violation/deviation from these policies will result in disciplinary action up to and including termination from the program.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Program Modifications

### Training and Orientation

- All Conservation Corps training/orientation activities will be transitioned to virtual/online platforms to the maximum extent possible. Training/orientation topics include:
  - AmeriCorps Program Overview
  - RMC Organizational Overview
  - AmeriCorps Member Handbook and Member Service Agreement
  - COVID-19 Health and Safety Policies
  - RMC Risk Management Policies
  - Mental Health Emergencies
  - Backcountry Safety
  - Leave No Trace Principles
  - Gear Orientation (Purpose, use, cleaning, and maintenance)
  - Crew Introductions and Teambuilding
- All virtual trainings will require either attendance during video conference call (verified through participant list/roll call) or quizzes to confirm learning outcomes.
- Any training or orientation activities held in-person will have strict adherence to group size limitations, never exceeding 10 individuals; ensure social distancing measures are in place; require use of protective mask, if conducted indoors; and, require cleaning of all touched surfaces before/after.. These trainings will include:
  - First Aid/CPR/AED skills check-off
  - Vehicle training

### Season Schedule Changes

The Conservation Corps schedule typically includes a mid-week and final week. During these weeks, crews are brought back to RMC headquarters to complete educational field classes and career development programming. Similar to training weeks, crews typically camp together in large group sites in Rocky Mountain National Park. To eliminate these large group gatherings, RMC cancelled these in-person weeks and will be supporting virtual education and career development activities. Participation in these virtual educational activities and career development programs will be verified through the submission of journal entries or other applicable deliverables.

Crews will remain in their smaller group (five total) at their project site for the duration of the season. Weekly visits from Field Coordinators will ensure participation in these virtual activities. Additionally, end-of-season evaluations and exit interviews will be conducted virtually in a one-on-one video conference.

### Program Oversight

RMC utilizes seasonal staff, Field Coordinators, to support the Director of Conservation (Corps Director) in overseeing and coordinating the on-the-ground implementation of the Conservation Corps program. These staff members are provided housing and will be asked to follow all the protocols noted in the Health and Safety Policies, including the Conservancy's office policies (derived from Larimer County Department of Health and Environment). These are included at the end of the document for reference.

A critical part of the Field Coordinator role is conducting site visits to the crews at their project locations/campsites. In response to COVID-19, the Field Coordinators will be assigned a subset of the Conservation Corps crews to visit and coordinate to eliminate exposure across crews and project locations. All site visits will be conducted in accordance with social distancing guidelines and PPE requirements. Field Coordinators will have be assigned work vehicles to mitigate cross contamination.

**Field Operations** – See Health and Safety Policies for changes to campsite, vehicle, and hygiene/cleaning policies.

## Communication Plan for Health and Safety Policy

### Pre-Season

- **April 27<sup>th</sup>:** Conservation Corps Health and Safety Policies submitted for internal review by Conservancy's Executive Director and Human Resources Coordinator (Conservancy's Safety Officer)
- **May 4<sup>th</sup>:** The Conservancy shared the COVID-19 Health and Safety Policies with project partners at the NPS/USFS six weeks before the in-person season start date for review and to ensure their understanding of the Conservancy's policies.
- **May 22<sup>nd</sup>:**
  - Conservancy Health and Safety Policies distributed to Conservation Corps members and leaders for review and signature four weeks before the in-person season start date. Conservation Corps members and leaders will be required to return to Director of Conservation by Friday, May 29<sup>th</sup> to ensure adherence to two-week self-quarantine required prior to in-person start date.
  - Health and Safety Policies will be made public on the Conservancy's website.
- **June 1<sup>st</sup>-5<sup>th</sup>:** Virtual training on Conservancy Health and Safety Policies developed by Director of Conservation and Field Coordinators to be delivered to crew leaders and members during virtual training and orientation.

### Season

- **June 8-10<sup>th</sup>:** Virtual Crew Leader training includes session on Health and Safety Policies and COVID-19 scenarios are integrated into virtual table-talk exercises surrounding risk management.
- **June 11<sup>th</sup>:** Crew Member Orientation includes specific sessions reviewing Health and Safety Policies.
- **June 12<sup>th</sup>**
  - All members/leaders are asked the following screening questions over the phone:
    - Have you experienced a fever, cough, difficulty breathing, or other symptoms of respiratory distress in the past 14 days?
    - Have you encountered someone who has exhibited a fever, cough, difficulty breathing, or other symptoms of respiratory distress in the past 14 days?
    - Have you adhered to the Conservancy's required 14-day self-quarantine?
  - Any responses that indicate potential exposure will require a delayed in-person start date and testing, if available.
- **June 15<sup>th</sup>**
  - All members and leader will arrive for in-person service. Upon arrival, each member/leader will be asked to confirm they have reviewed the Health and Safety policies, have abided by the 14-day self-quarantine, and agree to continued adherence to the Health and Safety Policies.
  - All crews will be provided with multiple copies of the Health and Safety Policies (condensed to a single page) for placement in vehicles and at campsite.
  - Field Coordinators will support crew campsite set-up to ensure adherence to Health and Safety policies.
- **June 16<sup>th</sup>-August 13<sup>th</sup>**
  - Leaders/Members will conduct daily health screenings, per Health and Safety Policies, and report findings to Director of Conservation.
  - Field Coordinators will conduct weekly visits to their assigned crews to continually communicate and ensure compliance with Health and Safety Policies. Any deviation will be reported to Director of Conservation, immediately.
  - The Director of Conservation will conduct weekly communication with NPS/USFS partners to ensure ongoing conversations surrounding Conservancy and agency COVID-related policies.

Based on the Conservancy's internal communication policies, the Director of Conservation reports weekly to the Executive Director. The Executive Director communicates these with the Conservancy's Executive Committee during scheduled monthly meetings. The Board Executive Committee meetings have increased to occur weekly during COVID-19. The Executive Committee will include the full Board of Directors in communication if the situation requires.



## **Crisis Management for Presumed or Tested COVID-19 Case**

All corps members will conduct daily wellness checks before reporting to their work center or project site. These wellness checks will screen for common symptoms (fever, cough, and respiratory distress) and evaluate potential exposures. Any indication of likely exposure or presumed positive will trigger the following steps:

- Individuals with potential exposure/presumed positive will immediately notify Program Director.
- Program Director will work to coordinate with nearest medical facility to schedule a COVID-19 test, if possible.
  - If tested and negative, individual will be able to return to work pending medical approval.
  - If tested and positive or testing not available, individual will self-isolate using the guidelines identified in the Health and Safety Policy.
- The remainder of the crew will follow self-quarantine guidelines (See Health and Safety Policies) to mitigate further exposure until the individual tests negative or fourteen days have passed.
- In the event a project partner (NPS/USFS staff) has a presumed positive case, the crew that has worked closely with that individuals will self-quarantine.

### **Crisis Communication Plan**

Upon notification of symptoms or likely exposure warranting a presumed positive, RMC will utilize the steps below:

- Director of Conservation will contact the Human Resources Coordinator (RMC Safety Officer) and Executive Director to notify them of the presumed positive case. This will become the incident management team.
- Incident Management Team will follow the established communication channels:
  - The Executive Director will facilitate communication with the Board of Directors through the Board President and Executive Committee and any public-facing entities, as is needed.
  - RMC Safety Officer will communicate with local public health officials, Conservancy's insurance, and other pertinent Conservancy staff (Safety Committee) or internal resources (HR consultant).
  - Director of Conservation will communicate with Field Coordinators, Conservation Corps crews, impacted crew emergency contacts, and project partners.
    - Director of Conservation will serve as the Point of Contact for the Conservation Corps crew.
    - Field Coordinator who is assigned to the crew under quarantine with a member in self-isolation will be assigned to provide any in-person contact (supplies, transportation, etc).
      - Contact with quarantined member will occur at least one time per day.
- After initial communication occurs, Incident Management Team will meet to establish a plan based on guidance from local health officials and NPS/USFS public health staff, as well as information gained from testing.
- Incident Management Team will conduct check-ins at least two times per week throughout the duration of the incident to provide pertinent updates and review steps taken for lessons learned.
- The incident will be considered complete when an individual tests negative for COVID-19 or has been cleared from self-isolation period, per guidelines in Health and Safety Policies.
- Upon completion of the incident, the Incident Management Team will meet to conduct an after-action review to record lessons learned. After-action review will be compiled into a report made available project partners and funders. After-action report will not contain any personally identifiable information to protect the identity of all individuals involved.

## Criteria for Modifications in Health and Safety Policies

The Conservancy will utilize the same decision-making procedure listed for Corps Member engagement when evaluating any modifications in the Health and Safety Policies for the Conservation Corps. This process will include:

1. Federal, State, County, and Local Public Health Orders/Ordinances
  - a. Do new or modified public health orders/ordinances allow for a relaxation in the Health and Safety Policies?
    - i. Do these reductions include removal of social distancing guidelines and group size restrictions?
      1. If so, the Conservancy will consider relaxation in conjunction with partner agency response.
      2. If not, existing Health and Safety Policies will remain as is.
    - b. Do new or modified public health orders/ordinances require stricter Health and Safety Policies?
      - i. If so, see RMC Resources/Capacity below.
  2. Partner Agency COVID-19 guidance and decision-making
    - a. Have NPS/USFS modified their internal policies to mirror new or changing public health orders/ordinances?
      - i. If relaxed, do these modifications include reduced restrictions related to vehicle capacity, campground operations, and housing limitations?
        1. If so, the Conservancy will consider relaxation based on corps member compliance with existing Health and Safety Policy.
        2. If not, existing Health and Safety Policies will remain as is.
      - ii. If increased restrictions, see RMC Resources/Capacity below.
  3. RMC Resources/Capacity
    - a. Depending on the direction of movement regarding public health orders and agency-partner guidance, RMC will evaluate internally any potential modifications based on the following.
      - i. Relaxation: Has RMC observed sufficient compliance with existing Health and Safety Policies to warrant and allow for a relaxation to existing Health and Safety Policies?
        1. If so, RMC will only relax policies to a level that ensures ongoing adherence to public health orders and agency policies?
      - ii. Increased restriction: Has RMC observed sufficient compliance with existing Health and Safety Policies to allow for confidence in implementing stricter policies?
        1. If so, does RMC have sufficient resources to implement stricter Health and Safety policies?
        2. If compliance has not been satisfactory or resources are not available, is it possible to suspend service and resume, at a later date?
          - a. Can corps members continue to utilize housing/campground?
          - b. Do the increased restrictions extend through the scheduled end date?
          - c. Are project partners confident projects can resume?
          - d. If not, corps members may be exited early.
  4. Local Community Health Resources
    - a. The Conservancy will understand any relaxed public health orders to indicate a corresponding increase in the availability and accessibility of local community health resources; therefore, this will not be considered as an independent variable in decision-making for relaxation of Health and Safety Policies
    - b. Likewise, the Conservancy will understand any increased restrictions in public health orders to indicate a corresponding reduction in the capacity, availability, and accessibility of local community health resources; therefore, any further restrictions imposed through the Health and Safety Policies will follow public health agencies.