



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

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REGULATIONS TO CONSIDER IN A PANDEMIC:

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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.