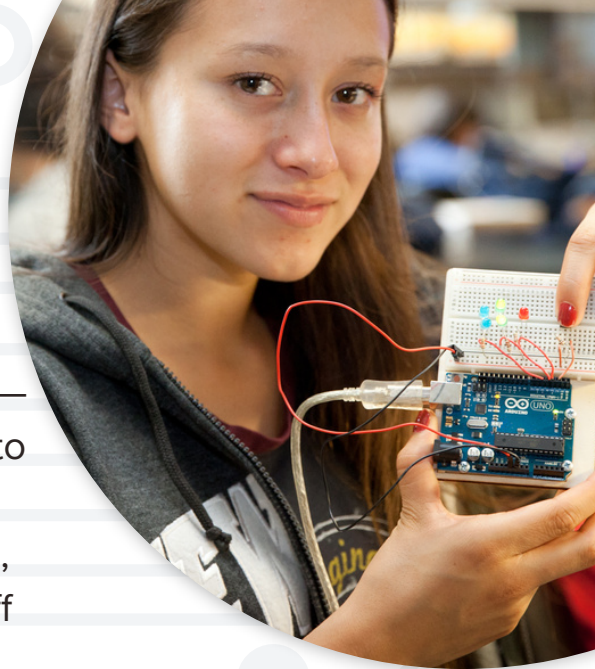# SMASH ⚊ 2022
SUMMER COVID PLAN

When the global COVID-19 pandemic began in 2020—we never imagined it would take two years to return to in-person summer programming. Although these continue to be unprecedented and challenging times, we have missed seeing our scholars, alumni, and staff in-person. Now more than ever, it is clear that our mission, commitment, and work are critical to the communities we serve and positively impact the individual and collective lives of our scholars and alumni.

We have been and continue to carefully plan and prepare for in-person summer programming. The health and safety of our SMASH community has and continues to be our top priority. Our approach is driven by data and science and modeled on recommendations from the Center for Disease Control and Prevention (CDC), local public health departments, and a medical consultant to ensure appropriate safety measures and protocols are in place. It is important that we all take the ongoing risk and threat of COVID-19 seriously.

We must all remember that even with this preparation, things may need to pivot to reflect unforeseen changes. This summer will entail some new practices and will require that we are all patient, accountable, and committed to being active members of the SMASH community.

Thank you to each and every person who has worked and contributed to this COVID-19 plan. We can do it, individually and collectively. We will continue to SMASH BARRIERS even while navigating this global pandemic, together.

See you in the summer!

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ACADEMY - HYBRID (In-person + virtual)

Instruction

- At SMASH, we use an integrated approach to STEM instruction as we prepare our scholars for the ever-changing workforce. In an information and technology-rich world, remembering and knowing concepts in silos is no longer enough. Instead, SMASH focuses on ensuring scholars are able to apply concepts from science, technology, engineering, and math to evaluate and create solutions to problems that cannot be solved using a single discipline while gaining technological skills. We also support our scholars To + Through their college journey with workshops throughout SMASH Academy (rising sophomores- rising senior years), followed by SMASH Senior Program with a focus on college acceptance, and SMASH Alumni, focusing on the workforce.

Structure

- Hybrid Sites will be structured in the following format: 2 weeks of in-person programming
- 1 week of residential programming

Academic Policies and Procedures

- Scholars are expected to attend all academy course sessions, workshops, and events on time.
- Scholars are expected to participate in all academic activities.
- Scholars are expected to practice online safety when participating virtually.

Protocol for Scholars diagnosed with COVID in Hybrid Program

- Site Directors will insure the following

If a Residential Scholar tests positive:

- Families will be immediately informed.
- Scholars will be given a KN-95 mask to wear.
- Under the supervision of a resident advisor the scholar will pack their things and move to an isolation room. Prior to leaving the room, the scholar should open all windows and leave the room with the windows open.
- Families will be required to pick up their scholar ASAP and the scholar will complete their isolation period at home.
- The room of a scholar who tests positive will be ventilated and cleaned prior to roommates returning.
- All close contacts and their families will be informed of exposure and be tested according to CDC guidelines.

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If a Virtual Scholars tests positive:
- They will quarantine at home and still may participate in the program based on the severity of their diagnoses.
- Protocol for Scholars who have had close contact with someone who tested positive:
- Scholars who are up to date with vaccinations do not have to quarantine and may continue to participate in in-person programming. In accordance with CDC guidelines they will be required to do the following:
- Wear a mask for 10 days following the exposure
- Get tested with a PCR or rapid antigen test at least 3-5 days following the exposure and possibly more frequently depending on the situation.
- Monitor themselves for symptoms and report any symptoms that develop.
  - Per CDC guidelines, scholars who have medical or religious exemptions must quarantine and will NOT be able to continue in-person programming:
    - Families will be notified immediately.
    - Close contacts will pack up their things and move to an isolation room.
    - Families will be required to pick up their scholar ASAP and at most within 12 hours.
    - Scholars will have to complete their quarantine period at home and will not be able to participate in activities.

Communication with Scholars and Families
- Scholars and families can access scholars' Canvas accounts to see how scholars are progressing in their courses. Canvas is the learning management system that SMASH uses to organize scholar workshop materials, record attendance, and track scholar assignments.

ACADEMY - RESIDENTIAL LIFE

Housing Operational Changes
- All staff and scholars who participate in any residential programming or in person experience will be required to be up to date with their vaccinations. This includes getting a booster if eligible. Exemptions will be considered and approved on a case by case basis.

Residential Hall Operations
- SMASH's mask policy will align CDC and Local Health Department recommendations on mask wearing. Masks will be required indoors if community rates of transmission are high as per the CDC's COVID-19 Community Levels. SMASH's policy on masking may vary according to site and will be based on community transmission levels at the time of in-person activities. Any scholar, staff member or visitor may choose to mask even if it is not required for all. SMASH will support each individual's choice.

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- Dormitory doors must be open at all times unless sleeping at night or changing clothes.
- 4 people maximum at any one time in an individual dorm (including the 2 who are residing in that room) during "downtime."

Socialization and Recreation
- Scholars may have access to recreational outdoor facilities or outdoor events depending on the site. Masking is currently not required outdoors.
- See "Food" for policies regarding eating snacks or food indoors

Scholar Movement/Access
- As always, scholars must be under supervision of a SMASH staff member at all times, whether that's in the dorms or the classrooms.
- Scholars are restricted to 4 people max in any individual dorm room space (see above in Residential Hall Operations)

University Buildings Access
- Scholars may only access classrooms where they attend their SMASH classes and must abide by masking policies at all times.
- Scholars may not eat during class time but are allowed to drink water.

Residential Halls Access
- All visitors, including parents/guardians, must be up to date with vaccinations to enter any university building including the residential halls on campus, and will be expected to show proof of vaccination. If an individual is not vaccinated, they will only be able to remain outdoors or drop off their scholars outside of the building.
- Visitors, including parents/guardians must also show proof of a negative COVID test taken within 24 hours of arriving on campus. This can be a lab result or a photo of a negative at-home test with the individual's name and date written on the test.

Food
- Scholars may only eat meals or snacks in their dorm rooms, dining halls or outdoor spaces (i.e. not in classrooms or indoor common areas).
- Though we understand this is not always an option, should dining halls offer outdoor seating options, it is highly encouraged that scholars eat outdoors.
- Scholars must abide by all dining hall rules at any given site.
- While scholars are allowed to bring in snacks during move in day, they are encouraged to only bring healthy and individually packaged snacks.

SMASH

Room Assignments
- Scholars should expect to have one roommate during their residential experience.
- Scholars may request a specific roommate but roommate assignments are at the discretion of the Site Director.

Testing Prior to Move In
- Scholars and staff will be required to complete a Covid-19 test within 24 hours of the start of the program and show the result upon arrival. This can be a lab-based molecular, PCR or rapid antigen test or an at-home antigen test.
- Those with private health insurance or medicaid are eligible to receive up to eight free COVID tests per month. Instructions to access tests with private insurance are here. Those with medicaid should contact their state medicaid office. Instructions are here.
- At-home test kits come with instructions for self-administering the test. Those using at-home kits should be sure to read and follow the instructions carefully. Abbott Binaxnow is a common at-home test. Instructional video is here. Instructions will differ depending on test used.
- Scholars and staff must show proof of their negative COVID test taken within 24 hours upon arriving on campus. This can be a lab result or a photo of a negative at-home test with the individual's name and date written on the test.

Orientation
- Orientation will be held virtually. All scholars and at least one parent/guardian are required to attend.

Move In
- Move In Day will be staggered by time and cohort (your Site Director will contact you with exact details)
- Scholars can have no more than 2 vaccinated adults help them move in. In the case they do not have any vaccinated adult helpers, the site will have vaccinated staff and volunteers to help through the move in process.
- Adult helpers that accompany the scholar must be in and out of the dormitory within 15 minutes of their move in time.

Field Trips
- Field trips will vary by site.
- Scholars will not be allowed to take public transportation to travel to a field trip. Instead, chartered buses will be reserved in this case. Scholars will be expected to comply with mask policies during travel to the field trip.
- For the most part, field trips will be outdoors. In the case of an indoor field trip, scholars will be expected to abide by mask and social distancing requirements.

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Transportation and Leaving the University
- Scholars are expected to stay on campus for the duration of the 2 week residency, and will not be allowed to leave campus for any personal reasons or appointments, unless this exception has been discussed and approved by the Site Director.
- See also "Field Trips" for information about transportation.

Symptomatic Scholars and Staff
- If a scholar or staff member exhibits any COVID-19 symptoms:
  - They will immediately be shown to a quarantine room in the residential hall.
  - Parents will be notified immediately.
  - The scholar will be taken to the health office. If the site does not have a health center, the scholar will be given a rapid antigen test.
  - If the scholar tests positive, they will be sent home to isolate. Families must pick up the scholar ASAP and within 12 hours at most.
  - If the test is negative and symptoms are mild (i.e. congestion, headache, sore throat, mild cough) the scholar may continue to quarantine and will be given a confirmatory PCR test if possible, or retested with a rapid antigen test the following day. The decision to stay and retest will be made in consultation with the family.
  - Scholars with moderate or severe symptoms (fever, difficulty breathing, severe cough) will be sent home even if the COVID test is negative.

Testing positive for COVID
- If a Residential Scholar tests positive:
  - Families will be immediately informed.
  - Scholars will be given a KN-95 mask to wear.
  - Under supervision of a resident advisor the scholar will pack their things and move to an isolation room. Prior to leaving the room, the scholar should open all windows and leave the room with the windows open.
  - Families will be required to pick up their scholar ASAP and the scholar will complete their isolation period at home.
  - The room of a scholar who tests positive will be ventilated and cleaned prior to roommates returning.
  - All close contacts and their families will be informed of an exposure and be tested according to CDC guidelines.
- If a Seasonal Staff tests positive:
  - Staff is eligible for COVID-19 leave and pay under California's Supplemental Paid Sick Leave which is effective until September 30, 2022. We have extended these benefits to SMASH seasonal staff working outside of California in efforts to provide equitable leave options and ensure the safety of our seasonal staff and scholars.

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- After testing positive for COVID-19 and once you are able to safely do so, please reach out to payroll@smash.org so that we may calculate your COVID-19 leave depending on your full time or part time status

Close Contact with an individual who has tested positive
- If a Residential Scholar has close contact with someone who tests positive:
- Scholars who are up to date with vaccinations do not have to quarantine. However, families will be notified.
- In accordance with CDC guidelines they will be required to do the following:
  - Wear a mask for 10 days following the exposure
  - Close contacts will be tested at least 3-5 days following the exposure and possibly more frequently depending on the situation.
  - Monitor themselves for symptoms and report any symptoms that develop.
- Scholars who have medical or religious exemptions must quarantine in the event of close contact and will be required to do the following:
  - Families will be notified immediately.
  - Close contacts with be given a KN-95 mask.
  - Close contacts will pack up their things and move to a quarantine/isolation room.
  - Families will be required to pick up their scholar ASAP and within 12 hours at most.
  - Scholars will have to complete their quarantine period at home and will not be able to participate in activities.
  - If there is evidence of widespread COVID transmission among 10% or more scholars and staff members such that it becomes difficult for on-site programming to continue, the site may have to shut down residential services and scholars will be sent home. Scholars will then participate virtually for the remainder of SMASH.

Accessibility Services
- Scholars should notify the Site Director should they require accessibility accommodations.

Scholar Support
- Scholars and staff have a robust community of support on site and via SMASH National Office. If a scholar or staff member has concerns about the program, they are encouraged to speak directly with their Site Director.

- **Visitors to Campus**
  - Visitors including parents/guardians will not be permitted on campus outside of designated times including Move in and Move out day and any other times determined by site.
  - All visitors including parents/guardians who are permitted to visit the campus during the designated time must be up to date with vaccination and will have to show proof of vaccination status to a determined SMASH staff member.

SMASH =

- Visitors, including parents/guardians, must also show proof of a negative COVID test taken within 24 hours of arriving on campus. This can be a lab result or a photo of a negative at-home test with the individual's name and date written on the test itself.

Communication with Scholars and Families

- Each site will have an on-call phone that parents/guardians can call in case of emergency and the need to speak immediately to a SMASH staff member.

  - SMASH Site Directors will be in regular contact with parents/guardians regarding any updates to the program leading up to and during the program.
  - If a scholar is exhibiting any COVID-19 symptoms, their parent/guardian will be immediately contacted and updated on the status of their symptoms and test results.
  - Scholars who test negative, but have mild symptoms consistent with COVID-19 (i.e. congestion, headache, sore throat, mild cough) the scholar may continue to quarantine and will be given a PCR test if possible, or retested with a rapid antigen test the following day.
  - Scholars who test negative but have moderate or severe symptoms (fever, difficulty breathing, severe cough) will be sent home even though the COVID test is negative

Action for Non-Compliance

  - If a staff or scholar-interns do not comply with COVID-19 protocols set forth, they will be immediately dismissed from the program.

ACADEMY - VIRTUAL

Decision to pivot to Virtual Program before or during Summer Academy

  - Some sites may decide to run a virtual program before Summer Academy begins due to constraints in the region or at the university site. This will be communicated well in advance for those sites.
  - If a site has chosen to conduct the hybrid model, the site may need to switch to virtual at any time if regional or county mandates dictate or there is a [INSERT #] number of positive COVID cases on site after the program begins. If that is the case, parents/guardians will be immediately notified of the switch, and scholars and staff will return home and finish the program virtually.

Socialization and Recreation/Field Trips

  - If a site has decided to run a virtual program instead of a hybrid program, they may offer one or more optional in person recreational activities or field trips. All scholars and staff that attend any optional in person activities must be up to date with vaccinations and required to show proof of vaccination.

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Testing positive for COVID

- If a scholar or staff member tests positive for COVID-19 and are feeling okay to participate in the virtual program, they are welcome to continue participating. If they are feeling ill or sick, they should contact the Site Director and plan to make up any work that they end up missing.
- If a Seasonal Staff tests positive:
  - Staff is eligible for COVID-19 leave and pay under California's Supplemental Paid Sick Leave which is effective until September 30, 2022. We have extended these benefits to SMASH seasonal staff working outside of California in effort to provide equitable leave options and ensure the safety of our seasonal staff and scholars.

Accessibility Services

- Scholars should notify the Site Director should they require accessibility accommodations.

Scholar Support

- Scholars and staff have a robust community of virtual support at their site and via SMASH central office. If a scholar or staff member has concerns about the program, they are encouraged to speak directly with their Site Director.

Communication with Scholars and Families

- SMASH Site Directors will be in regular contact with parents/guardians regarding any updates to the program leading up to and during the program.

ALUMNI - ON SITE

Our primary goal is to keep scholar-interns safe and healthy for the duration of the program. In most cases, we will defer to the COVID regulations at each of our partner sites, and if their regulations do not meet SMASH's standard of safety, we will only place scholar-interns at those sites in a virtual role.

SMASH Alumni Programming in-person mask policy will align with CDC, as well as local public health department, partner site and SMASH organizational guidelines.

In accordance with the most stringent Rising partner policy, all scholar-interns and staff on-site will be required to be up to date with vaccination for COVID-19 which may include a booster shot. Exemptions will only be permitted by site on a case by case basis, in accordance with Rising partner protocols.

Onsite Operational Changes and Expectations

- As changes and updates occur throughout programming, SMASH will update staff and scholar-interns accordingly.

SMASH =

Testing Prior to Starting Onsite
- All staff and scholar-interns who will be onsite for SMASH Rising are required to get tested in accordance with their site's policy for testing.

Transportation and Leaving the Partner Site
- If exhibiting symptoms at the partner site, staff and scholar-interns will need to leave the premises and obtain a test immediately.

If a scholar-intern tests positive for COVID-19, they must notify their portfolio lead and immediately begin isolating. Parents/guardians will be immediately notified. Transportation and Leaving the Partner Site
- If exhibiting symptoms at the partner site, staff and scholar-interns will need to leave the premises and obtain a test immediately.
- If a scholar-intern tests positive for COVID-19, they must notify their portfolio lead and immediately begin isolating. Parents/guardians will be immediately notified.

Testing positive for COVID
- If staff or scholar-intern tests positive for COVID-19, they must isolate for at least five days and can return to their partner site after five days if symptoms have resolved. This is in accordance with CDC guidelines, and subject to change.
- If hybrid accommodations are permitted by a partner site and a scholar-intern is feeling well enough to work, they should proceed with the internship virtually.
- If a Seasonal Staff tests positive:
  - Staff is eligible for COVID-19 leave and pay under California's Supplemental Paid Sick Leave which is effective until September 30, 2022. We have extended these benefits to SMASH seasonal staff working outside of California in effort to provide equitable leave options and ensure the safety of our seasonal staff and scholars.

Action for Non-Compliance
- If staff or scholar-interns do not comply with COVID-19 protocols set forth, they will be immediately dismissed from the program

Accessibility Services
- If a scholar or staff member requires accessibility accommodations, they should notify the Alumni Team who will let them know if we are able to accommodate.

Alumni Support
- The Alumni Team will conduct weekly in-person observations at partner sites to ensure everything is running smoothly and as planned. This team will address any concerns staff and scholar-interns may have about the internship experience.

SMASH

Communication with Alumni

- The Alumni Team will be in constant communication with scholar-interns and staff throughout the duration of the program as it pertains to COVID-19 policy changes. If any questions or concerns arise, please email rising@smash.org.

ALUMNI - VIRTUAL

Virtual Operations and Expectations

- All scholar-interns and staff conducting Rising virtually are expected to remain on camera at all times during programming. If for any reason they cannot be on camera, they must reach out to their immediate supervisors.

Testing positive for COVID

- If scholar-interns and staff are out-sick due to COVID-19, they will be offered three-days of paid sick leave only if proof of a positive test with the date is submitted prior to the next work day. Moving forward, pay will be docked on an hourly basis for any time missed from programming.
- If a Seasonal Staff tests positive:
  - Staff is eligible for COVID-19 leave and pay under California's Supplemental Paid Sick Leave which is effective until September 30, 2022. We have extended these benefits to SMASH seasonal staff working outside of California in efforts to provide equitable leave options and ensure the safety of our seasonal staff and scholars.

Accessibility Services

- If a scholar or staff member requires accessibility accommodations, they should notify the Alumni Team who will let them know if we are able to accommodate.

Alumni Support

- The Alumni Team will conduct weekly virtual observations at partner sites to ensure everything is running smoothly and as planned. This team will address any concerns staff and scholar-interns may have about the internship experience.
- In the event, a scholar-intern has to leave their place of residence because of a COVID-19 outbreak, the SMASH Alumni will provide them with technical support (i.e. hotspot).

Communication with Alumni

- The Alumni Team will be in constant communication with scholar-interns and staff throughout the duration of the program as it pertains to COVID-19 policy changes. If any questions or concerns arise, please email rising@smash.org.

SMASH

OPERATIONS - HEALTH AND SAFETY

Shared Commitment

- The physical, mental, social, and emotional well-being of every member of the SMASH community– scholars, alumni, families, partners, and staff--takes a new meaning in response to the COVID-19 pandemic. Now, more than ever, we must take responsibility for our actions and rely on each other to do the same.

- All members of the SMASH community, working together in a shared commitment, will keep our campuses and work places safe and ensure a productive academic and operational atmosphere.

- All in person summer staff, scholars, and scholar interns will complete a healthy and safety training prior to the start of programming.

- Join the effort by adhering to the health and safety protocols outlined below:
  - Monitor for these symptoms every day:
    - Fever or chills – temperature greater than 100.4 degrees F.
    - Cough
    - Shortness of breath or difficulty breathing
    - Fatigue
    - Muscle or body aches
    - Headache
    - New loss of taste or smell
    - Sore throat
    - Congestion or runny nose
  - SMASH's mask policy will align with CDC and Local Health Department recommendations on mask-wearing. Masks will be required indoors if community rates of transmission are high as per the CDC's COVID-19 Community Levels. SMASH's policy on masking may vary according to site and will be based on community transmission levels at the time of in-person activities. Any scholar, staff member, or visitor may choose to mask even if it is
  - Maintain a physical distance from others as much as possible indoors.
  - Wash or sanitize hands constantly
  - Stay home if COVID symptoms are present or you have tested COVID-positive, or have been exposed to someone who is ill or has tested COVID-positive.
  - Seek medical attention for symptoms, a positive COVID test, or exposure to someone who is ill or has tested COVID positive.
  - Follow public health guidelines in place to help protect our community.
  - Cooperate fully with contact tracing.
  - Be a good example to others.

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- Recognize that recommendations may change as more is learned about this illness
- Treat all members of the SMASH Community respectfully and equally, regardless of differences, such as race, color, national origin, religion, creed, age, disability, sex, gender identification, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, veteran status, domestic violence victim status, criminal conviction or any other category protected by law.

Mask Policy
- Indoor Masking
  - SMASH's mask policy will align CDC and Local Health Department recommendations on mask wearing. Masks will be required indoors if community rates of transmission are high as per the CDC's COVID-19 Community Levels. SMASH's policy on masking may vary according to site and will be based on community transmission levels at the time of in-person activities.
- Masks for Close Contacts
  - Masks will be required for those who have had close contact with someone who tested positive, are symptomatic or have recently tested positive for COVID and have completed their isolation period.

- Optional Masking
  - Any scholar, staff member or visitor may choose to mask even if it is not required for all. SMASH will support each individual's choice.

CDC Physical Distancing
- SMASH will make every effort to maintain at least 3 feet of physical distance between scholars within classrooms to reduce transmission risk.

Testing
- Prior to arriving on campus.
  - In addition to providing proof of vaccination or approved vaccine exemption, SMASH will require all scholars and staff to provide a negative COVID-19 test (lab based PCR, molecular or rapid antigen or at-home rapid antigen test) taken within 24 hours prior to participating in SMASH in-person programming. Please note- PCRs may take longer than 24 hours to result. If this is the case, please elect a different type of test.
  - Scholars and staff must show proof of their negative COVID test taken within 24 hours of arriving on campus. This can be a lab result or a photo of a negative at-home test with the individual's name and date written on the test.
  - Alumni will adhere to the testing protocols of their work-site

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- After arriving on campus/workplace:
    - individuals who are up to date with vaccinations and have close contact with someone who tested positive will be tested 3-5 days following the exposure according to CDC recommendations.
    - Additional testing may be required if there is evidence of community transmission.
- All results are covered under the HIPAA Privacy Rule requiring the protection and confidentiality of any personal health information.
- Testing at the health clinic"
    - Some SMASH sites will have a Health Center on-site where scholars and staff can be tested for COVID. Parental consent forms for Health Center testing will be included in the enrollment materials.
- Testing using at-home rapid antigen tests
    - Sites that do not have access to a health clinic on site will have at-home rapid antigen tests available to test those that develop COVID symptoms or have close contact with someone who tests positive.
    - Rapid antigen tests are unlikely to yield false positive results when used for testing someone who is symptomatic. However, there is a greater likelihood that antigen tests may produce false negative results in comparison with lab based NAAT tests.

Therefore, for those who have symptoms but test negative, confirmatory testing with a NAAT/PCR test or serial antigen testing (repeating the antigen test in 24-48 hours) may be indicated. SMASH will contact the family of any scholar who is symptomatic and all decisions about the scholar's care will be made in partnership with the family.

Symptoms
- If a scholar or staff member exhibits any COVID-19 symptoms (fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose) they will immediately be given a KN-95 mask and be shown to a quarantine room in the residential hall.
- Parents will be notified immediately.
- The scholar will take a rapid antigen test.
- If the test is negative and symptoms are mild (i.e. congestion, headache, sore throat, mild cough) the scholar may continue to quarantine and will be given a PCR test if possible, or retested with a rapid antigen test the following day.
- Scholars with moderate or severe symptoms (fever, difficulty breathing, severe cough) will be sent home even if the COVID test is negative.
- If a scholar or staff member exhibits any COVID-19 symptoms at the corporate partner site, staff and scholar-interns will need to leave the premises and obtain a rapid antigen test immediately.

SMASH

Daily Self Screening / Surveillance

- Anyone participating in SMASH programming on campus or at a corporate partner site should complete the at questionnaire relating to symptoms and possible exposure to COVID-19. This includes students, residential staff, and instructional staff. Answers to symptom check questionnaires will not be used to obtain entry to campus or corporate offices. Scholars and staff who have symptoms consistent with COVID-19 should stay home and consult with their medical provider and/or produce a negative COVID-19 rapid antigen test before returning to in-person programming. Scholars and staff who do not have symptoms are cleared to come to campus or corporate partner sites.

Vaccination

- All scholars and staff will be required to comply with the SMASH vaccine mandate for SMASH Academy in-person programming. In addition, per the SMASH COVID-19 policy SMASH will comply with all enhanced COVID-19 protocols or requirements implemented by our partner host sites. However, vaccine exemptions will be considered based on medical exemptions, disability accommodation, or religious objections on a case-by-case basis. If a quarantine mandate is enforced by the local government, university, or SMASH, all SMASH Academy programming will be held virtually.

- SMASH will follow all guidelines and requirements set by the Center for Disease Control (CDC) as well as local, state, and county guidelines which may include but not limited to:
  - Mask requirements
  - Regular COVID testing at the site
  - Physical distancing requirements

In-person Visitors to SMASH Programming

- All visitors, including parents/guardians, must be up to date with vaccines to enter on campus or to a corporate partner site. Visitors will be required to show proof of vaccination. If you are not up to date with vaccinations because you have received a religious or medical exemption, you need to submit a negative test taken within 24 hours of arrival to campus or to a corporate partner site. Other accommodations may also be required of those who receive exemptions.

Maintain Sanitary Spaces

- The virus that causes COVID-19 can land on surfaces. It's possible for people to become infected if they touch those surfaces and then touch their nose, mouth, or eyes. In most situations, the risk of infection from touching a surface is low. The most reliable way to prevent infection from surfaces is to regularly wash hands or use hand sanitizer.

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SMASH will conduct regular sanitizing, including desk and chair wipe downs and disinfecting with soap, detergent, and other appropriate cleaners, in areas and spaces where scholars and staff will be present. Sanitation measures will take place before, during, and after programming.

Regular handwashing and use of hand sanitizer will be enforced. Scholars and staff will be strongly encouraged to refrain from touching eyes, nose, and mouth with unwashed hands, and to not touch any personal items of other scholars and staff (keys, cell phones, etc.) or eat with unwashed hands. SMASH will collaborate with health departments as well as university and corporate partners when investigating workplace exposures to COVID-19.

- If a scholar, scholar-intern, or staff member tests positive for COVID, they should immediately report it to their SMASH supervisor or SMASH direct point of contact.

- In the case of the scholar, the Site Director will immediately notify the COVID Safety Coordinator via contacttracing@smash.org and the VP of Academy.
- In the case of the scholar alumni, the SMASH point of contact will immediately notify the COVID Safety Coordinator Via contacttracing@smash.org and the Vice President, College + Workplace Innovation.
- In the case of seasonal staff and full-time staff, the supervisor will immediately notify the COVID Safety Coordinator via contacttracing@smash.org, and the staff member's Leadership Team member.

ADDITIONAL RESOURCES

- COVID-19 Resources for Schools, Students, and Families [Source: US Department of Education]
- COVID-19 Community, Work, and Schools [Source: Centers for Disease Control and Prevention]

FAQ

SMASH Academy 2022
Will SMASH Academy be held in-person or virtually?
Our plan right now is that SMASH Academy will adopt a new hybrid model for Summer 2022, with the first two weeks held in-person at sites where it is deemed safe for scholars to attend, and the last week being virtual. We will be prepared to run an all-virtual program in case it.

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IDo scholars need to be vaccinated against COVID-19 to participate in SMASH Academy?

We are requiring all scholars to be up to date with their COVID- 19 vaccines by the start of SMASH Academy. This means having received either two shots of the Moderna or Pfizer vaccines within 5 months of the start date or one shot of the Johnson & Johnson vaccine within two months of the start date. Those who received their second dose earlier must get a booster dose prior to attending to be considered up to date with their vaccinations. These requirements will help to keep everyone in the SMASH community safe for the duration of the program and allow our Scholars and Scholar Interns to make the most out of the time we have to learn together.

Those who have additional doses (booster or second vaccine dose) scheduled for after the vaccine documentation submission deadline will be required to submit documentation of those doses as soon as they receive them and prior to the start of summer programming.

If my scholar tested positive for COVID in the past 90 days do they still need to be vaccinated?

Yes. The CDC recommends vaccination regardless of a prior history of COVID-19 infection. Those who have tested positive for COVID recently should delay immunization and booster until symptoms have fully resolved and they have completed their isolation period.

Can scholars be exempt from this COVID-19 vaccination policy?

Medical and religious exemption requests for the COVID-19 vaccine will be considered. However, in addition, per the SMASH COVID-19 policy SMASH will comply with all enhanced COVID-19 protocols or requirements implemented by our partner host sites. Scholars, scholar interns, seasonal staff, and staff will be notified of any additional protocols or requirements as soon as possible to ensure full compliance.

To submit a medical or religious vaccination exemption request, you will complete an initial electronic intake form detailing why you are requesting to be exempt from vaccination requirements using a secured, third-party platform. All medical exemption requests will be reviewed and approved or denied by a medical professional. All religious exemption requests will be reviewed and approved or denied by legal counsel. You will receive a response in approximately 7-10 business days from the date of submission. Scholars must submit exemption requests by May 31st.

When do scholars move in and move out of the residential halls?

Move-in day is Saturday, July 9, and move-out day is Saturday, July 23. More details will be available at the site level.

Will staff training be virtual or in-person?

All national training for seasonal staff (academic + residential staff) will be held virtually. A portion of site-level training will be held at the site prior to launch.

What's the mask policy for scholars and staff?

SMASH Academy's in-person mask policy will align with CDC, as well as local public health departments, host site policies. Mask policy around the country is rapidly changing. SMASH's mask policy for summer residential programs will be based on CDC and local health department recommendations.

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Should there be testing requirements for virtual sites w/ occasional in-person programming?
Everyone participating in in-person programming must self-administer an at-home rapid antigen test on the morning of the in-person event. They should write their name and date on the test and show a photo of the negative result to SMASH staff upon arriving at the event.

Virtual scholars who would like to participate in occasional in-person programming should be up to date with their vaccinations in order to participate.
Those who are not up to date with vaccinations, may not participate in in-person programming.

What is the protocol for virtual sites if there if someone in our group becomes positive?
Especially after attending in person activities. Would we cancel remaining in person activities? Require testing before any future in person activities?

If a member of the group tests positive following the in-person event, SMASH will notify participants that they were a close contact of someone who tested positive. Close contacts should follow quarantine guidelines based on their vaccination status.

SMASH Admit 2021-2022
Will SMASH Admit be in-person, virtual or hybrid?
We will continue to implement a 100% virtual program for the 2022 cohort of SMASH Admit.
SMASH AYP 2021-2022
Will SMASH AYP be in-person, virtual or hybrid?
We will continue to implement a 100% virtual program for 2022.

SMASH Persist 2021-2022
Will SMASH Persist be in-person, virtual or hybrid?
We will continue to implement a 100% virtual program for the 2022 cohort of SMASH Persist.

SMASH Rising 2022
What's the mask policy for scholars and staff?
SMASH Rising's mask policy will align with CDC, as well as local public health departments and host site policies.

Will training be virtual or in-person?
All training for seasonal staff, Project Managers, Portfolio Leads and Scholar-Interns onboarding will be held virtually.

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Will SMASH Rising be in-person, virtual, or hybrid?

Some sites will be virtual, some sites will be in-person, and some sites will be hybrid (with half of the pod working virtually and the other half working in-person). Please reference this document to learn more about protocols at specific sites. Additionally, there will be a question on the SMASH Rising application to indicate a preference for in-person or virtual sites.

Do I have to be vaccinated against COVID-19 to participate in SMASH Rising?

SMASH Rising's 2022 program will include in-person sites, virtual sites, and hybrid sites. To be placed at an in-person site, SMASH Rising scholars must be up to date with their COVID-19 vaccines prior to the start of SMASH Rising. This means having received either two shots of the Moderna or Pfizer vaccines within 5 months of the start date or one shot of the Johnson & Johnson vaccine within two months of the start date. Those who received their second dose earlier must get a booster dose prior to the start date to be considered up to date with their vaccinations.

Those who have additional doses (booster or second vaccine dose) scheduled for after the vaccine documentation submission deadline will be required to submit documentation of those doses as soon as they receive them.

These requirements will help to keep everyone in the SMASH community safe for the duration of the program and allow our Scholars and Scholar Interns to make the most out of the time we have to learn together.

Additionally, we will only be utilizing onsite opportunities with partner organizations that have a vaccine mandate (i.e. 100% of their staff is vaccinated).

Our primary goal is to keep scholar-interns safe and healthy for the duration of the program. In most cases, we will defer to the COVID-19 regulations at each of our partner sites. Should their regulations not meet SMASH's standard of safety, though, we will only place scholar-interns at those sites in a virtual role.

If I am not vaccinated, can I still participate in Rising?

Yes, scholar-interns who are not vaccinated will have the opportunity to work virtually.

SMASH Workplace Insights Program at Facebook

Will SMASH WIP at Facebook be in-person, virtual or hybrid?

We will continue to implement a 100% virtual program for Summer 2022.

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COVID -19 Testing & Vaccination

When does the vaccination need to be completed?
In-person staff, scholars, and scholar interns must be up to date with their COVID- 19 vaccines by the start of their program. This means having received either two shots of the Moderna or Pfizer vaccines within 5 months of the start date or one shot of the Johnson & Johnson vaccine within two months of the start date. Those who received their second dose earlier must get a booster dose prior to the start date to be considered up to date with their vaccinations. In addition, per the SMASH COVID-19 policy, SMASH will comply with all enhanced COVID-19 protocols or requirements implemented by our partner host sites.

Those who have additional doses (booster or second vaccine dose) scheduled for after the vaccine documentation submission deadline will be required to submit documentation of those doses as soon as they receive them and prior to the start of summer programming.

Will considerations be made for medical or religious exemptions?
Medical and religious exemption requests for the COVID-19 vaccine will be considered. To submit a medical or religious vaccination exemption request, you will complete an initial electronic intake form detailing why you are requesting to be exempt from vaccination requirements using a secured, third-party platform. All medical exemption requests will be reviewed and approved or denied by a medical professional. All religious exemption requests will be reviewed and approved or denied by legal counsel. You will receive a response in approximately 7-10 business days from the date of submission. In addition, per the SMASH COVID-19 policy SMASH will comply with all enhanced COVID-19 protocols or requirements implemented by our partner host sites.
Exemptions must be submitted by May 31, 2022.

What documentation is needed to show that a scholar has received a vaccination?
Students will need to submit a picture of their vaccination card and form of identification (school or government ID).

How does a scholar submit the vaccination information or exemption request?
To submit vaccination information or medical/religious vaccination exemption request, you will complete an initial electronic intake form then submit the appropriate documentation electronically using a secured, third party platform. The SMASH Operations Team will send platform access information once program participants and seasonal staff have confirmed their participation for summer 2022. Dates vary for participants and seasonal staff. Vaccination and exemptions must be submitted by May 31, 2022.

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Will scholars need to be tested prior to SMASH Academy 2022 even though they are vaccinated?

Yes, scholars will need to submit a negative COVID-19 rapid test result taken within 24 hours prior to the start of SMASH Academy to move on-campus.

Will scholar interns need to be tested prior to SMASH Rising 2022 even though they are vaccinated?

Yes, scholar interns will need to submit a negative COVID-19 rapid test result taken within 24 hours prior to the start of SMASH Academy.

Are booster shots required for those who have received vaccines over 6 months ago from the applicable time?

Scholars who are eligible for booster shots must receive them in order to be <u>up to date</u> with their COVID- 19 vaccines prior to the start of their program. Up to date means having received a booster dose if it has been more than 5 months since receiving the second dose of Moderna or Pfizer or 2 months since receiving the Johnson & Johnson vaccine.

Those who have additional doses (booster or second vaccine dose) scheduled for after the vaccine documentation submission deadline will be required to submit documentation of those doses as soon as they receive them.

Will there be a virtual option for attending SMASH Academy for scholars who are unvaccinated?

SMASH Academy will not have a virtual option for the first 3-weeks of programming. However, if a quarantine mandate is enforced by the local government or university, all SMASH Academy programming will be held virtually.

General Safety

What is the COVID-19 testing policy for SMASH Academy 2022?

SMASH Academy scholars and staff will be required to submit a negative rapid antigen test results taken within 24 hours of the start of the SMASH Academy prior to moving onto campus. During the program, scholars who need to test because of symptoms or exposure will either test themselves using at-home rapid antigen tests provided by SMASH, or will be tested by the Health Center at our University Partner. Surveillance testing of asymptomatic individuals will depend on CDC, local health department, and our university partner recommendations at the time of summer programming.

Will Personal Protective Equipment (PPE) such as masks, hand sanitizer, face shields, and sanitizing wipes be provided by SMASH in the residential and classroom spaces?

Yes, SMASH Academy will provide face masks, hand sanitizer and encourage physical distancing and daily self-screening and symptom monitoring.

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What is SMASH's mask policy?
SMASH's mask policy will align with CDC, as well as local public health departments and host site policies.

Will scholars be checked for symptoms daily or will they self check for symptoms?
Yes, scholars will be required to submit a wellness check daily via Google form by 8:00 a.m. each morning, in addition to self monitoring for symptoms.

Scholars, faculty and staff must continuously monitor for symptoms of illness throughout the day and take appropriate steps to isolate themselves from others should they become symptomatic. Be alert for symptoms. Common symptoms of COVID-19 in fully vaccinated individuals are mild congestion, sore throat, fever, headache and fatigue. SMASH will follow CDC and Local Health Department guidance around isolation of those who test positive and the need for quarantine of close contacts.

Staff

How do I report symptoms of COVID-19? If I test positive for COVID-19, who do I notify?
Staff should immediately notify the COVID-19 safety coordinator.

How will we be notified if we've been exposed to COVID-19?
COVID-19 safety coordinator will conduct contact tracing and notify close contacts of an exposure.

Will all staff members be required to wear masks?
Yes, all staff members will be required to wear face masks in accordance with CDC and local health department guidelines.

Families
How will I be notified if my child contracts COVID-19 while attending SMASH Rising?
If your child is a minor, you will be notified via the COVID-19 safety coordinator.

Will my child be immediately quarantined if they are exposed to COVID-19?
We will follow CDC and local health department guidance around quarantine. Close contacts who are up to date with their vaccinations are not required to quarantine. Current guidance requires those who are up to date with their vaccines to test 3-5 days following the exposure, wear a mask for 10 days and monitor oneself for symptoms for 14 days following the exposure. Close contacts who are not up to date with vaccinations will be sent home to quarantine and will not be allowed to return to the program.

SMASH

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Will all participants be required to wear masks?
Participants will be required to wear face masks in accordance with CDC and local health department guidelines.

What should I do if my child calls me and says they think they have COVID-19?
You and your child should immediately notify the COVID-19 safety coordinator..

What will happen if a scholar tests positive for COVID-19?
If a scholar tests positive for COVID-19 they will move into a designated isolation room within the residence hall. Parents will be notified immediately. The COVID-19 safety coordinator will assess and monitor the scholar and connect them with healthcare as needed. The scholar will be provided with meals and snacks. Parents will have at most 12 hours to pick up their scholar.

Scholars who test positive will have to go home to isolate offsite at their own home for at least 5 and up to 10 days and will not be able to return to the program.

What will happen if a scholar is exposed to COVID-19 but does not test positive?
Only those who test positive will need to isolate from others.

Will scholars be able to return to SMASH Academy 2022 after being quarantined or recovering from COVID-19?
SMASH Academy 2022 is 2 weeks in person. Scholars will not be able to return to the program if they have to go home for quarantine or isolation.

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