

Memorandum

To: Career Planning and Employment Staff and Individuals Served
From: Heidi Burch, Program Manager, Career Planning and Employment
Date: July 1, 2021
Re: July Update, Fraser COVID-19 Preparedness and Response Plan

As COVID-19 vaccination rates increase and the number of positive cases decreases, the Minnesota Department of Health (MDH) and Centers for Disease Control (CDC) have updated their guidance. This communication highlights some of the most recent changes to Fraser's COVID guidelines. For more details, please review the updated Career Planning & Employment COVID-19 Preparedness Plan.

A number of the changes are impacted by vaccination status. Individuals are considered fully vaccinated when there have been more than two weeks since receiving either the second dose of a two-dose vaccine, or one dose of a single-dose vaccine.

Masking Guidelines

Starting July 1, 2021 the following changes are going into effect:

- Masks are optional for fully vaccinated employees except during on-site face-to-face visits with individuals served. Staff should respect individual's wishes about mask wearing when meeting with individual in community locations.
- All other staff who are not fully vaccinated are expected to wear masks when not sitting at their desks alone.
- Staff in shared offices can remove masks if there is a mutual agreement among the employees sharing the office space. This includes all staff regardless of their vaccination status.
- Individuals served are expected to wear masks at Fraser locations while in common areas. If fully vaccinated, they may remove masks while in meeting room upon agreement of all individuals in that room.

Exposure-based Exclusions

Effective immediately, fully vaccinated staff are able to continue to work and do not need to quarantine or test following a known COVID-19 exposure as long as they have no symptoms. A Wellness Screening is required only when experiencing symptoms of an illness.

Travel-based Exclusions

All staff must continue to take the [Travel Assessment](#) to determine risk levels and whether quarantine or testing is required upon return. The travel assessment form has been updated based on the most recent CDC recommendations. This assessment provides guidance based on CDC protocols and informs supervisors of the result.

Travel within the United States quarantine requirements vary based on vaccination status as well as travel risk level. Fully vaccinated staff do not require any testing or quarantine upon return.

International travelers must follow the guidance based on their destination: [COVID-19 Travel Recommendations by Destination | CDC](#)

Community –Based Services

Staff can resume service delivery at community locations and must follow site-specific protocols, as applicable.

A complete copy of the Fraser Career Planning and Employment COVID-19 Preparedness and Response Plan can be accessed at: <https://www.fraser.org/resources/coronavirus-information>. Employees may also view the plan on Frasernet on the Coronavirus page or in hard copy at Fraser Bloomington. To request a printed copy, please call 952-357-9419 or email careerplanning@fraser.org.