



Memorandum

Attn: All Diocesan Employees

Date: 03/04/2020

Re: Diocesan Epidemic Response

I. Preventative Measures – Effective Immediately

1. Proper Hygiene
 - a. Washing of hands with soap, under warm/hot water after using the restroom
 - b. Frequent use of hand sanitizer products after contact with foreign objects
 - c. Avoiding direct hand to eye, hand to nose, or hand to mouth contact.
 - d. Covering of the mouth and nose with the bend of the arm when sneezing or coughing when a tissue is not readily available
 - e. Frequent cleaning and sterilization of surfaces like desktops, keyboards, phone receivers, doorknobs etc.
2. Acknowledgement and adherence to recommendations of the Center for Disease Control (CDC) of the U.S. Public Health Service specific to a viral or bacterial outbreak.

II. Operational Responses

Should we enter a state of emergency whereby our diocesan entities are impacted by a health risk as determined by local, state or federal governments, the following will serve as the diocesan response procedure.

Diocesan Schools - Directives

1. Operations of diocesan schools will follow the response procedure of their public school counterparts, on a county-by-county basis.
 - a. Public school corporation closures for the purposes of disease prevention in a county containing a diocesan school will result in that diocesan school's closure.
 - b. Follow all recommendations made by your local or the state Health Departments that apply to schools.
2. In the instances where a diocesan school closure occurs on the basis of disease prevention:
 - a. Employee compensation will follow the 'Inclement Weather' policy outlined in the diocesan handbook.
 - b. Custodial staff will be provided all necessary safety wear and cleaning materials to conduct a disinfecting/deep clean of the premises prior to the reopening of the school.
3. All schools should be prepared for immediate implementation of 5 electronic learning days.
 - a. Per state regulations, educational institutions are allotted (up to) 20 electronic based learning days for remote instruction.

- b. All diocesan schools should pre-emptively prepare for administration of the remaining 15 days allotted, should they become necessary for continued instruction.

Diocesan Parish Offices - Recommendations

1. Parish offices in parishes with a parochial school, follow the operational schedule of the school.
2. Parish offices in parishes without a parochial school should follow the response procedure of their county's public school system.
3. In the instances where a parish office closure occurs on the basis of disease prevention:
 - a. Employee compensation will follow the 'Inclement Weather' policy outlined in the diocesan handbook.
 - b. Custodial staff will be provided all necessary safety wear and cleaning materials to conduct a disinfecting/deep clean of the premises prior to the reopening of the parish.

The Catholic Center - Directives

1. Regardless of the operational capacity of Fayette County parishes and schools, The Catholic Center will remain operational as the Emergency Management Headquarters of the diocese.
2. Decisions to close The Catholic Center will be made by the Office for Human Resources in conversation with the Office of the Bishop and Secretariat Leadership.
3. In the event The Catholic Center closes for disease prevention, essential personnel will be available onsite or remotely.
 - a. Essential personnel includes:
 - 1) Secretariat Leadership
 - 2) Human Resources Director
 - 3) Catholic Charities Director.
 - b. All other salary-exempt personnel will work remotely to the extent possible.
 - c. Employee compensation will follow the 'Inclement Weather' policy outlined in the diocesan handbook.

III. Travel Restrictions

1. In instances where diocesan entities are on alert, but have not yet closed as a preventative measure, it is **recommended** that professional travel be limited. Professional travel to national-level events and to areas more severely impacted by the viral/bacterial outbreak is **highly discouraged**.
2. In instances where a diocesan school is closed as a preventative measure, professional travel by staff at that school is **prohibited**.
3. In instances where a parish or other diocesan location is closed as a preventative measure, professional travel by staff at that parish or location is **strongly discouraged**.

IV. Liturgical Recommendations

Although extending beyond the purview of Human Resources, the School's Office, and Pastoral Life, it is recommended that the following practices be considered in reference to the celebration of the Mass:

1. Sign of Peace - offer without the shaking of hands.
2. Eucharist
 - a. Forgo offering the Eucharist in the species of the wine.
 - b. Reception of the Eucharist through the hands rather than directly on the tongue.