

## ***A note from the Directors:***

Thanks for considering making Green River Preserve your home this summer! We are excited to have you on staff and know that it will be a very rewarding experience for you.

While a lot of camp is the same it has been since we began in 1988, running camp in a pandemic requires some adaptations to procedures and policies in order to ensure we are running safely while COVID-19 is still present in the world around us. The safety of our campers and staff are of utmost importance. We take these policies seriously and expect all of our staff members to not only adhere to them, but also help us enforce them.



It is our goal as a summer camp to have 100% of our staff vaccinated. Our country has made great strides in vaccinations in the last month and the CDC has deemed [camp employees as essential workers](#). Having access to the vaccine and our staff being 100% vaccinated will be critical to keeping our community safe. It also means less restrictions on us as a staff community. For now, these protocols are written as if we are opening camp tomorrow. Our goal is to revise these protocols over the spring as we learn more about our staff vaccination rate and how we can operate safely as a community. Please continue to check these protocols and we will do our best to keep you informed of vaccine updates.

Please read through this document carefully and let us know if you have any questions or concerns.

## **Green River Preserve COVID-19 Policies and Procedures**

### **PRIOR TO CAMP**

Dates that have been set for this summer and that will be specified in your contract are our planned dates for 2021, taking into account the current state of the pandemic and how we believe it will evolve. We acknowledge that there are many factors that are out of our control and those factors may force us to alter our dates. Those factors may include but are not limited to state and local restrictions, changes to school calendars and other factors that lead us to decide that our existing dates need to be altered to serve the best interest of our campers and staff. Any changes to dates may impact the dates of your employment. Those changes will be communicated to staff as we know them. Changes to staff contract dates may result in staff salary being prorated to reflect the change in employment term.

Staff Training begins on May 25th. We ask that you take some additional precautions at home to lower the risk that COVID-19 enters camp.

## At Home Quarantine

- Begin a quarantine at home on May 11 (two weeks prior to camp)
  - COVID-19 has an incubation period of 2-14 days, so limiting in-person interactions to only those who you live with significantly lowers the risk of exposure
  - As you pack, if you are looking to order equipment (sunscreen, bug spray, flashlights, etc.), consider ordering online on Amazon, Walmart, Target to avoid make trips to an actual store
  - If you must go out, always wear a mask and practice social distancing
  - Avoid going *into* places if possible, as the virus spreads best in enclosed spaces
  - Utilize curbside and drive thrus
  - We ask that members of your household also practice responsible behaviors (social distancing, wearing masks, etc.)
    - If family members or roommates are unwilling or unable to limit their interactions outside of your home, please contact GRP to discuss the situation, including alternative housing arrangements

## Testing

- Approximately 2-5 days before traveling to camp, each staff member must arrange for a COVID-19 PCR test.
  - Negative test results must be uploaded into CampInTouch prior to arrival or you must bring a copy of this negative result when arriving. This result is your golden ticket to camp.
  - Anyone with a positive COVID-19 test will not be allowed onto camp property
  - Upfront cost of test is the responsibility of the staff member
    - Check your insurance, as many insurance companies cover the cost
    - If you need help locating a free COVID-19 testing resource, please let us know
    - If a free test is not possible, GRP will reimburse the staff member upon completion of a full term of employment
- After the pre-camp test is administered, all staff members should observe a **strict** quarantine
  - There should be absolutely no interactions with anyone outside of your household during this time

## Travel To Camp

### Travel via Car

- Get a good night's sleep the night before your trip to camp begins
- Staff members should make minimal stops en route to camp
  - Acceptable reasons to stop: bathroom breaks, to refill gas, or to stretch
  - Visiting friends/family should be avoided
- If stopping for gas, staff members should avoid going into the gas station
  - If necessary to go inside, face coverings are required
  - Wash hands thoroughly and sanitize hands upon returning to the car
- Rest stops are recommended to use for bathroom breaks
  - Males should consider using the wilderness as a bathroom (this includes at gas stations) to avoid going indoors

- If entering the restroom at a rest stop, face coverings are required
  - Wash hands thoroughly and sanitize hands upon returning to the car
- Food, snacks and beverages should be packed ahead of time for the trip
  - If you need to stop for a meal, drive thru or curbside restaurants are appropriate
  - Do not utilize sit-down, indoor restaurants

## **Travel via Airplane**

- GRP will provide N95 masks ahead of time for staff travel via air
- If traveling to the airport with someone other than a household member (i.e. in a taxi, Uber, or Lyft), a face covering must be worn at all times
- Face covering must be worn at all times while in the airport terminal and on the airplane
- In order to keep interaction with the public to a minimum, we recommend that you pack food, snacks and a refillable water bottle for your travel
  - If you need to utilize walk-up restaurants in the terminal, please keep appropriate distance from others
  - When eating, it will obviously be necessary to remove face coverings, so please make sure that you are an appropriate distance from others (at least 6ft, preferably further)
- Wash hands and sanitize whenever possible

## **AT CAMP**

In order to help mitigate the potential risk of COVID-19 at camp, our 2021 staff will be asked to adhere to the following policies and procedures.

### **Outside, Masked, & Distanced - 2 of 3**

The most important philosophy that we have adopted to mitigate the potential spread of COVID-19 at camp is to be: Outside, Masked, & Distanced. For any cross-family interactions, campers and staff should aim to observe at least two of the three following rules: wear a mask, be outdoors, be socially distanced (at least 6 feet apart). Not all three options are created equal. Being outdoors is the most important when possible and we will try to be outdoors as much as possible.

### **Mask Use**

There will be times when we will need to wear masks to keep ourselves and our friends safe. We anticipate doing so in the following situations:

- When indoors and interacting within six feet of anyone outside our cabin family
- When outside, in shared airspace of those not in their “pod”
- When engaging in certain activities that are thought to increase droplets into the air, including singing and cheering
- Riding on the bus
- While walking into or out of group settings
- While on the Health Hut porch or in the building unless medical staff advise otherwise

## **Sanitizing & Staying Healthy**

Besides masking, we will take additional precautions to sanitize frequently throughout the summer to stay healthy. These include:

- Washing our hands a lot
  - Every camper and staff will wash their hands before and after every meal
- Sanitizing our hands a lot
  - Before and after activities
  - During meals
- Sanitizing equipment and surfaces
  - Commonly shared equipment like life jackets, canoe paddles, fishing poles, etc.
- Temperature checks prior to every meal
  - Not sharing food, water bottles, cups, utensils, and other personal items that may transfer bodily fluids

## **Podding**

- Even with all of our additional precautions, it is possible that COVID-19 could still enter camp. Therefore, in order to limit any potential outbreak from affecting the entire camp, we will start our pre-camp orientation and the beginning of our camp sessions in “pods” or “families”.
- When you arrive at camp for orientation, you will be assigned a cabin. That cabin will be your “family”
  - When you are in your cabin or near others in your pod, face coverings are not required
  - When you are near other pods and unable to distance, face coverings are required
- At some point during orientation, we will announce counseling teams and cabin assignments. At this time, your “pod” will change to your new summer family.
- It is our sincere hope that 100% of our staff will be vaccinated, and that several of these podding considerations will change.
- There will be limitations to how you can socialize with others
  - One-on-One and group hangouts will require outdoor, distancing and masking protocols.
  - While socializing with friends and other staff will be an important part of the summer, COVID protocols will apply regardless of whether it's your best friend and how long it's been since you've seen each other.
  - Cross Podination: There can be no intimate relations between members of different pods
    - If this occurs, the staff member(s) may be dismissed at the discretion of the camp director

## **Potential Or Suspected Cases of COVID-19**

- If a camper or staff member is exhibiting COVID-19 symptoms or does not feel well, they should head to the health hut immediately
- If a camper or staff member is symptomatic for COVID-19, GRP's health center staff will determine the need for testing
  - If testing is necessary, the individual will be quarantined away from others

- Contract tracing will begin and anyone who that individual may have been in close contact with may also need to quarantine, pending a negative COVID-19 test
- If a camper or staff member is tested for COVID-19 and their test comes back positive, those that were in close contact with them will be tested and may be quarantined either in the camp health center or a separate quarantine cabin until it is determined that they are not a risk to spread COVID-19 to others
- The COVID-19 positive individual will remain in quarantine in the quarantine area of the Health Hut to have their symptoms monitored or go home until quarantine is over.
  - Quarantine will last for 10 days after symptoms first appeared, 24 hours have elapsed without a fever (and without using fever-reducing medications), and all other symptoms have improved
- Should our Health Center staff determine that further care is needed for anyone exhibiting COVID-19 symptoms, such as difficulty breathing, we will transport the affected camper or staff member to a nearby hospital for further treatment

### **Time Off (\*Please keep in mind this will change depending on our vaccination rate\*)**

Time off is vital to keeping refreshed and being able to perform your best. Every staff member will receive one day off per week (except for the first and last weeks) and one morning off per week. This is the same as our non-COVID summers.

That said, COVID-19 doesn't care if you're on time off! Camp podding and masking protocols will carry over onto time off.

The changes to time off this year are to make sure we are keeping our camp "bubble" intact and not exposing anyone to the virus in public. Therefore, these additional precautions will be taken:

- Time off will be chaperoned by a staff member chosen by the camp leadership team to help ensure camp protocols are maintained
- Time off will be allowed in camp, utilizing camp facilities and equipment that are not being occupied by the program at that time
- There will be very limited destinations for time off out of camp but our Director of Staff Life will come up with fun time off plans for our staff (outdoor adventure trips, take-out options, etc)
- Staff members will not be allowed to go into Hendersonville, Brevard, or Asheville or other cities and towns and visit bars, restaurants, stores, laundromats, or any other indoor areas where potential exposure could take place
  - Breaking this rule will result in dismissal
- COVID-19 Outbreaks/hotspots may cause GRP to restrict out of camp trips or specific time off destinations

### **Protecting The Camp Bubble**

- To maintain the health and safety of all campers and staff, everyone must remain in the camp bubble
  - Under no circumstances should staff members be entering any bars, restaurants, stores, or other public places
  - Breaking this rule will result in dismissal
  - Staff will not have the opportunity to leave camp to attend family/friend celebrations, school orientation, or other social gatherings.

- It is unlikely that staff who depart for family emergencies or other issues will be able to return to camp.
  - The primary reason that staff may have to leave the camp bubble is for a medical emergency or medical appointments
  - For these visits, GRP will coordinate and provide guidance for PPE that must be worn and other protocols that need to be maintained.

## **No Visitors**

- In order to keep our camp bubble intact, there will be no visitors allowed in camp this summer. This includes significant others, friends, and family members.
  - Staff will also not be able to use their time off to visit significant others, friends, or family members, including those who are visiting the area.

## **Additional Staff Responsibilities**

- Throughout the summer, there may be times when you may be asked to do something that is possibly outside your normal job responsibilities (which happens frequently at camp!). With regards to COVID-19 procedures, that may include:
  - Serving food during meals
    - Each meal, to help out our kitchen staff, we assign “Scoopies” to help serve food to campers and staff
  - Sanitizing
    - Equipment at project areas
    - Cabins
    - Before/during/after meals
  - Assisting support areas like kitchen and maintenance as needed

## **All Hands On Deck**

These protocols only work if everyone is on board and is helping to enforce them. Our leadership team will help ensure the protocols are being followed, but we need everyone to step up and help make sure other staff and campers are following the protocols as well. They were designed with the safety of our camp community in mind

- Assume the best intent with everyone and that sometimes, we can forget
  - There may be times when someone accidentally forgets to wear a mask or forgets to be distanced
  - If that occurs and someone kindly reminds that person to wear a mask or stand further away, remember it is for the health and safety of the camp community. Please try not to take offense by being reminded to be concerned for the health and well being of the entire community.

## **One Last Thing**

We realize there are a lot of sacrifices being made this summer to keep camp safe. But camp is needed more than ever these days and the reward of making an impact on your campers' lives and being a positive role model will make all the sacrifice worth it. We also believe that these protocols give every staff member an increased sense of safety and security that is not currently present in everyday life.

