

November 13, 2020

DIRECTIVE: JOB CORPS PROGRAM INSTRUCTION NOTICE 20-12

TO: ALL JOB CORPS NATIONAL OFFICE STAFF

ALL JOB CORPS REGIONAL OFFICE STAFF ALL JOB CORPS CENTER DIRECTORS

ALL JOB CORPS CENTER OPERATORS
ALL FOREST SERVICE JOB CORPS CENTERS

ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS

ALL OUTREACH, ADMISSIONS CONTRACTORS

ALL CAREER TRANSITION SERVICES CONTRACTORS

ALL CENTER USERS

FROM: DEBRA A. CARR

Acting National Director

Office of Job Corps

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A. Carr
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SUBJECT: COVID-19 Safety Requirements and Student Conduct

- 1. <u>Purpose.</u> To require disciplinary action when students do not follow safe COVID-19 practices in accordance with center guidelines required by Program Instruction Notice (PIN) 20-08, and the corresponding *Job Corps Center Resumption of Physical Center Operations Checklist for COVID-19 (Plan Checklist*).
- 2. <u>Background</u>. PIN 20-08 established the requirement that each center must have an approved *Resumption of Physical Center Operations Plan (Center Plan)*. Among other items, the *Center Plan* must implement health and safety precautions described in PIN 20-08 and the *Plan Checklist*. Additionally, the *Center Plan* must reflect the advice of the Centers for Disease Control and Prevention (CDC), Occupational Safety and Health Administration (OSHA), and Humanitas (Job Corps' medical consultant).

Job Corps centers are preparing for the phased return of students to centers starting November 2020. Job Corps will select centers for resumption of physical center operations based on their approved *Center Plan* and other relevant risk factors identified in PIN 20-08. As part of each *Center Plan*, centers are required to establish written guidelines requiring, among other things, face coverings in offices and shared work areas and, wherever possible, maintaining six feet of physical distance. The center's social distancing guidelines must follow CDC COVID-19 guidance titled "Social Distancing: Keep a Safe Distance to Slow the Spread" (available at <a href="https://www.cdc.gov/coronavirus/2019-ncov/prevent-gettingsick/social-distancing.html">https://www.cdc.gov/coronavirus/2019-ncov/prevent-gettingsick/social-distancing.html</a>).

Additionally, the *Plan Checklist* requires centers to adopt addenda to the student handbook and policies explaining expectations regarding safe practices and consequences for failure to comply. As the *Plan Checklist* states, centers must educate students on the changes, including the <u>requirement</u> to wear a face covering.

3. Action. As required by the *Plan Checklist*, each center should ensure that it distributes the written guidelines described above to all students and communicate expectations regarding the center's safety rules and consequences for failure to comply. A student's failure to follow the center's COVID-19 safety rules (e.g., requiring face coverings, maintaining six feet of physical distance, obeying directional signage, submitting to temperature and/or symptom checks upon request, and prohibiting handshakes, hugs, and/or touching), is considered a minor infraction under the Policy and Requirements Handbook (PRH) Chapter 2, Exhibit 2-1, Page 11, Failure to follow center rules impacting the rights or ability of others to benefit from the program. Under this infraction, "failing to follow safety rules" (such as the center's COVID-19 safety/social distancing rules) is considered a "pattern of behavior infractions that impacts the rights of other enrollees or their ability to benefit from the program." Centers must implement progressive discipline interventions and sanctions for these infractions, as prescribed in PRH Chapter 2.5 R2 b. and Exhibit 2-3. Per Exhibits 2-1 and 2-3, more than 4 occurrences during a 60 calendar day period will result in an automatic Level II infraction and referral to a Fact-Finding Board for adjudication.

Additionally, the *Plan Checklist* requires each center to identify potential quarantine and isolation zones. Under the *Plan Checklist*, centers must place students with suspected or confirmed COVID-19 infections in isolation zones. Additionally, the *Plan Checklist* requires centers to use quarantine zones to separate individuals who have had close contact with someone with COVID-19 to determine whether they develop symptoms or test positive for the disease. Placement in a quarantine or isolation zone is considered a "center-supervised activity," and students who are placed in these zones are not allowed to exit the area without permission from center staff who are authorized to approve students to leave these designated areas. **Unauthorized exit from an isolation or quarantine zone is considered a Level II infraction under PRH Exhibit 2-1, Page 10, Unauthorized Exit.** Therefore, an unauthorized exit from a center-mandated quarantine or isolation zone will result in immediate referral to a Fact-Finding Board for adjudication.

As noted in the *Plan Checklist*, *Center Plans* must consider the needs of students with disabilities. Students with disabilities returning to campus may require reasonable accommodation in areas such as the wearing of face coverings or other COVID-19 safety guidelines, and additional mental health supports in quarantine/isolation zones, and center staff should coordinate with the center's disability coordinator and other health and wellness staff if a student requests a reasonable accommodation or the need for an accommodation becomes apparent.

- 4. Effective Date. Immediately until superseded or rescinded.
- 5. Inquiries. Direct questions to the responsible Regional Director and/or COR.