

In addition to the review mentioned above, the safety orientation will include, at a minimum:

- Site logistics - access, parking, break areas
- Emergency evacuation plans, shelters, and rally points
- Substance Abuse Program
- Accident/Incident reporting procedures
- How to report unsafe acts or conditions
- Personal conduct and disciplinary procedures
- Good housekeeping practices
- Job Hazard Analysis (JHA)
- Daily Pre-Task Planning (PTP)
- Personal protective equipment (PPE) requirements
- Hazard Communication requirements

Each Contractor shall ensure that all of its employees are provided with the Contractor's scope-specific training and orientation necessary to enable them to perform work assignments in a safe manner. Each Contractor shall assign an on-site supervisor responsible for conducting Contractor employee safety orientations. This training must be conducted prior to the worker commencing work activities on-site, and is in addition to the IU Health or Lead Contractor orientation.

Employees shall be advised that disregard for these rules, or any other applicable Safety regulations, shall be subject to Lead Contractor and IU Health disciplinary action which may include removal from the IU Health D & C project.

All safety orientation and training conducted must be documented and maintained by Lead Contractor. Orientation and drug card information will be submitted to IU Health Safety Representatives at a minimum weekly so the IU Health database can be maintained.

I. COVID-19 and Vaccination Requirements

Applicability:

- Applies to all IU Health campus locations and IU Health owned/leased facilities
- IU Health will follow local health protocols, CMS, and CDC guidelines
- The COVID-19 protocols are an evolving process and are subject to change as more information is gathered and further research is completed

As a trusted leader in patient safety and the medical community, IU Health has a duty to protect its patients, visitors, and team members by reducing the risk of disease transmission. All COVID-19 vaccines currently authorized in the U.S. are proven safe and highly effective at preventing severe illness, hospitalization, and death from COVID-19. Requiring the vaccine is a simple, safe, and effective way to prevent the spread of the novel coronavirus and protect everyone within IU Health's facilities.



COVID-19 Vaccine Requirement:

IU Health requires COVID-19 vaccination for all team members, affiliated physicians, medical staff, volunteers, residents, fellows, students/learners, Contractors, contingent workers, and vendors. All personnel on-site must be fully vaccinated or have an approved exemption, meeting IU Health/CMS requirements. People are considered fully vaccinated two weeks after the final vaccine dose.

The process for managing Contractor vaccinations is as follows:

1. The Lead Contractor will be required to provide IU Health proof of vaccination or approved exemption for any worker at any time.
2. Those workers who have been granted an approved exemption from receiving the COVID-19 vaccine shall follow the same accommodations that exempt IU Health employees are required to follow, under the direction of IU Health's Infection Prevention Team.
3. Exempted workers must (Until further notice):
 - a. Pay attention to protect yourself from exposure outside the workplace - mask when in public spaces, avoid group- gatherings, and stay away from other people with respiratory symptoms.
 - b. At work, wear masks in every location and situation from building entry to building exit unless alone in a closed room or eating.
 - c. Maintain 6 feet distancing when eating (eating outside or alone is preferable).
 - d. Not attend large in person events since social distancing will be difficult
 - e. If you experience typical COVID-19 symptoms or believe you have been exposed, do not come to work until you have been cleared to return to work.
4. Employer exemptions must meet IU Health/CMS exemption requirements.
5. IU Health will not require surveillance or routine testing at this time for unvaccinated workers, but may revisit this if there are outbreaks.
6. These accommodations may be updated from time to time and IU Health shall provide notice of any changes to the Lead Contractor for distribution to all Contractors.

Flu Shot Requirement:

IU Health requires all team members, affiliated physicians, medical staff, volunteers, residents, fellows, students/learners, Contractors, contingent workers, and vendors receive a flu vaccination each flu season. All Contractors performing work at an IU Health facility will be required to provide proof that they have had a flu shot (or have an accepted "exemption" form on file) by early November. Exemption forms are available by contacting IU Health's Design and Construction Safety Representative. If a Contractor is found to be non-compliant, he/she will be asked to leave the jobsite until confirmation is received that the individual is compliant. For off-site projects (where Contractor will not be entering an occupied IU Health facility) exemption from the Flu Shot requirements may only be approved in conjunction with the IU Health Infection Prevention Department.

