

## NOC COVID-19 Health and Safety Matrix - Employees

***Changes in the NOC COVID-19 process are motivated by science related to the Omicron variant that has demonstrated that most of the SARS-CoV-2 transmission occurs early in the course of illness, generally in the 1-2 days prior to onset of symptoms and the 2-3 days after. Data shows vaccine effectiveness against infection for two doses of an mRNA vaccine is approximately 35%. A COVID-19 vaccine booster increases effectiveness against infection to 75%. <https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html>***

Please carefully review the information below and the information on the following tables. This information is provided to assist in decision making only. Always rely on the guidance of a physician for professional medical advice.

To ensure that Northern Oklahoma College can provide support and resources to students and employees, the College is requesting that the [COVID-19 Self-Reporting Form](#) be submitted by an individual when one of the following occurs: • You have received a positive COVID-19 test result (laboratory confirmed case) • You have been exposed to COVID-19 (direct contact within six feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period) • You have symptoms of COVID-19 but have not been tested or have test results that are pending. • You have an update to provide to any of the above.

### Employees:

- For questions regarding guidance on leave policies, health benefit questions and insurance questions, call Shannon Cranford, Human Resources Director (HR), at 580.628.6229. Managers and supervisors are reminded they have an obligation to protect the privacy of employee health information.
  - [Employee Handbook](#)
- Those who are in a vulnerable population are of the utmost concern. If your health is considered high-risk, you provide care for a high-risk individual, have childcare disruption or require modifications to your work, please engage in individual discussions with your supervisor and the HR director. Potential modifications include, but are not limited to, telework if it can be done effectively, use of accrued leave or leave without pay, adjusted work hours to avoid or reduce contact with others and isolated workstations.
- Students in quarantine or isolation should be given reasonable accommodations for receiving the course content utilizing technology during this time.

### Students:

- Use the COVID-19 Health and Safety Decision Matrix to determine if you need to quarantine or isolate.
- ***Students living in NOC housing may go home or the Dean of Student's Office will make arrangements for isolated housing and food service while continuing to take classes via alternative delivery methods.***
- Nursing students will need to follow the Nursing Program protocols.
- Your healthcare provider will manage your health needs.

### Who to contact on Individual campuses:

- **Enid:** Vice President Jeremy Hise, 580.548.2393, [jeremy.hise@noc.edu](mailto:jeremy.hise@noc.edu)
- **Stillwater:** Vice President Jason Johnson, 580.628.6272, [jason.johnson@noc.edu](mailto:jason.johnson@noc.edu)
- **Tonkawa:** Vice President Jason Johnson, 580.628.6272, [jason.johnson@noc.edu](mailto:jason.johnson@noc.edu)

### Definitions:

- Asymptomatic: A person is not exhibiting any of symptoms listed below.
- Symptoms of COVID-19 (<https://www.cdc.gov>): – Fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea. (This list does not include all possible symptoms.)
- Vaccination status:
  - **Fully vaccinated:** Vaccinated with the initial series of vaccinations and have received the booster
  - **Not Fully Vaccinated:** Not vaccinated OR six months from initial series of Pfizer/Moderna (or two months from J&J) AND no booster

**COVID-19 Health and Safety Decision Matrix: Fully Vaccinated NOC Employees (see definition above)**

Level of Exposure	Fully vaccinated employee	Can I come to work?	Do I need to be tested?	Whom do I notify?
You have <b>tested positive for COVID-19.</b>	<b>Yes.</b>	<b>No.</b> You will need to self-isolate at home for 5 days. If have a fever stay home. If asymptomatic, without fever for 24 hours without fever reducing medications, or symptoms are resolving, wear a mask around others for 5 additional days.	<b>No.</b> You do not need to be retested after symptoms improve.	Complete the form and submit.  Notify your immediate supervisor.
You are <b>exhibiting some symptoms of COVID-19</b>		<b>No.</b> You should go get tested. If you test negative then you can return to work.  If at work, you need to go home immediately.	<b>Yes.</b> Get tested.	
<b>A household contact</b> (Someone you live with, a roommate or significant other) <b>OR a close contact tests positive:</b> Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period.  <b>You have completed</b> Moderna or Pfizer vaccine series <b>within 6 months</b> OR Johnson & Johnson vaccine series within 2 months ago <b>AND you have</b> received booster		<b>Yes, if you do not have symptoms.</b> You do not need to quarantine but need to wear a mask for 10 days after exposure when around others.	<b>Yes.</b> Test 5 days after the date of your last exposure, even if you don't have symptoms.	

**COVID-19 Health and Safety Decision Matrix: Not Fully Vaccinated NOC Employees (see definition above)**

You have <b>tested positive for COVID-19.</b>	<b>No.</b>	<b>No.</b> You will need to self-isolate at home for 5 days. If have a fever, stay home. If asymptomatic, without fever for 24 hours without fever reducing medications, or symptoms are resolving, wear a mask around others for 5 additional days.	<b>No.</b> You do not need to be retested after symptoms improve.	Complete the form and submit.  Notify your immediate supervisor.
You are <b>exhibiting some symptoms of COVID-19</b>		<b>No.</b> You should go get tested. If you test negative then you can return to work.  If at work, you need to go home immediately.	<b>Yes.</b> Get tested.	
<b>A household contact</b> (Someone you live with, a roommate or significant other) <b>OR a close contact tests positive:</b> Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period.		<b>No.</b> Quarantine for 5 days followed by mask use for 5 days.  If you test positive, then follow those protocols.	<b>Yes.</b> Test 5 days after exposure.	

COVID-19 Health and Safety Decision Matrix: Fully Vaccinated NOC Students (see definition above)					
Level of Exposure	Fully Vaccinated Student	Can I go to class and move about campus?	Do I need to be tested?	Whom do I notify?	Where do I go for care?
You have <b>tested positive for COVID-19.</b>	<b>Yes.</b>	<b>No.</b> You will need to self-isolate at home for 5 days.  If asymptomatic, without fever for 24 hours without fever reducing medications, or symptoms are resolving, wear a mask around others for 5 additional days.	<b>No.</b> You do not need to be retested after symptoms improve.	Complete the form and submit.  If you reside in housing or are in a participation program, please <b>ALSO</b> inform housing personnel or your coach/organization sponsor.	Your healthcare provider will manage your health needs.
You are <b>exhibiting some symptoms of COVID-19.</b>		<b>No.</b> You should go get tested. If you test negative then you can return to campus.	<b>Yes.</b>		
<b>A household contact</b> (Someone you live with, a roommate or significant other) <b>OR a close contact tests positive:</b> Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period.  You have completed Moderna or Pfizer vaccine series <b>within 6 months</b> OR Johnson & Johnson vaccine series <b>within 2 months</b> ago <b>AND</b> you <b>have received booster</b>		<b>Yes, if you do not have symptoms.</b> Do not need to quarantine but need to wear a mask for 10 days after exposure when around others.	<b>No.</b>		You should self-monitor your health for 14 days.
COVID-19 Health and Safety Decision Matrix: Not Fully Vaccinated NOC Students (see definition above)					
You have <b>tested positive for COVID-19.</b>	<b>No.</b>	<b>No.</b> You will need to self-isolate at home for 5 days. If have a fever, stay home. If asymptomatic, without fever for 24 hours without fever reducing medications, or symptoms are resolving, wear a mask around others for 5 additional days.	<b>No.</b> You do not need to be retested after symptoms improve.	Complete the form and submit.  If you reside in housing or are in a participation program, please <b>ALSO</b> inform housing personnel and/or your coach/organization sponsor.	Your healthcare provider will manage your health needs.
You are <b>exhibiting some symptoms of COVID-19.</b>		<b>No.</b> You should go get tested. If you test negative then you can return to campus.	<b>Yes.</b> Get tested.		
<b>A household contact</b> (Someone you live with, a roommate or significant other) <b>OR a close contact tests positive:</b> Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period.		<b>No.</b> Quarantine for 5 days followed by mask use for 5 days.  If you test positive, then follow those protocols.	<b>Yes.</b> Test 5 days after exposure.  You may return to class if you are asymptomatic and test negative.		
While in quarantine or isolation, students may be unable to fully participate in course activities. Students should be given reasonable accommodations for receiving the course content utilizing access to technology during this time.					