



COVID-19 Risk Mitigation Guidelines

November 2021

Since March of 2020 the coronavirus pandemic has brought into sharp focus the need for Job's Daughters International to have a long-term policy related to infectious disease. As the months have progressed it has become clearer that COVID-19 is likely to be part of our lives long into the future. The Board of Trustees has partnered with healthcare industry and legal experts to create a sustainable, attainable policy that both allows flexibility in JDI operations and protects our members and volunteers.

As Job's Daughters International is anchored to the promise of providing a safe space for all to learn and grow in leadership, we believe that these guidelines will allow each of you, our Bethel and jurisdictional leaders, to make the right choices and plan for risk mitigation tactics based on local data points and trends. It is the Board of Trustees' expectation that all leaders of JDI, Daughters and adults alike, familiarize themselves with these recommendations and apply them when planning and executing events. The parameters and guidelines in this document are provided to assist our leaders in their responsibility of making those important decisions.

This time has been difficult for our Order, and we all share the desire to return to a sense of normalcy and stability for our Daughters. It is our belief that a *better* Job's Daughters International has arisen from the tumult and that the lessons we have learned together have served to connect us more deeply. Thank you to all who have and continue to lead the way with the faith and steadfastness of Job.

Know your resources.

When planning and executing JDI events the Board of Trustees recommends that you **first reference** and prioritize your/the latest National Health Agency data and follow the associated mitigation recommendations for COVID-19 and/or other infectious disease(s).

Secondary reference should then be given to the recommendation(s) of your Jurisdictional Health Care or Governmental Agency and/or the guidelines of the facility where a JDI event is taking place.

COUNTRY	REPORTING AGENCY (HYPERLINK)
United States	Center for Disease Control
United States – Johns Hopkins	Johns Hopkins Coronavirus Resource Center

There are 4 documents that make up the JDI COVID-19 Risk Mitigation Guidelines package:

COVID 001 Guidelines Document

COVID 002 COVID-19 Visitor Log

COVID 003 Recommended Sanitation Procedures

COVID 004 Infectious Disease Acknowledgement Form (for participants under the age of 18)

Don't feel well? Stay home.

We all share responsibility for ensuring Job's Daughters activities are inclusive and safe, including making the right choice when we aren't feeling well to stop the spread of infectious diseases, including COVID-19. Job's Daughters International encourages members and adult volunteers to prioritize their health and well-being and recommends referencing these guidelines to determine when it is appropriate for you to attend a Job's Daughters event.

RESPONSIBILITIES			
	Notify JDI Leader	Stay Home	Additional Steps
If you have a fever of 100 degrees or higher	✓	✓	Stay at home until 24 hours fever-free without medication
If you have vomited or had diarrhea within 24 hours of a JDI event	✓	✓	Stay at home until you have been symptom-free for 24 hours
If you have been exposed to or tested positive for COVID-19, have been advised to quarantine due to COVID-19 exposure, or you exhibit two (2) or more COVID-19 symptoms	✓	✓	Stay at home for ten (10) days or until you receive a negative COVID-19 test
If you have tested positive for an infectious disease (strep throat, influenza, mononucleosis, etc.) or have head lice or nits	✓	✓	Stay at home until you are symptom-free

Make data-driven decisions.

Use the following data points/range and COVID-19 Guidelines (grid shown below) to determine the appropriate COVID-19 risk mitigation tactics to plan and execute events:

DESCRIPTION	DEFINITION	DATA POINT/RANGE
'Stable' positive test rate environment	Declining or steady/static 30-day average test positivity rate (%)	5% to 7.9% 30-day avg positivity rate
'Increasing' positive test rate environment	Increasing or worsening 30-day rate average test positivity rate (%)	Greater than 8% 30-day avg positivity rate

Stay vigilant.

















When your jurisdiction attains a sustained [30-day average test positivity rate of less than 5%](#) COVID-19 Guidelines need no longer apply.

If COVID-19 test positivity rate increases to 5% or greater COVID-19 Guidelines should be immediately reinstated.

MASK COLOR INDICATES RELATIVE SAFETY OF ENVIRONMENT					
	Safest environment		Less Safe environment		Least Safe environment

Reference JDI COVID-19 Guidelines.

Guidelines apply to all members/prospective members, Jobie to Bees, adult attendees, and volunteers. Risk mitigation approach should be determined at the local (Bethel) level for Bethel functions, while jurisdictional leadership should determine jurisdictional events. A one-time submission of Infectious Disease Acknowledgement Form (COVID 004) recommended for all minor participants.

INDOOR						
Who	Examples	Vaccinated	Unvaccinated	Stable (5% to 7.9% 30-day avg positivity rate)	Increasing (>8% 30-day avg positivity rate)	
Members and regular adult attendees of a single Bethel	Closed Bethel Meetings			<ul style="list-style-type: none"> Masks recommended (all) Practice social distancing Wash hands frequently 	<ul style="list-style-type: none"> Masks recommended (all) Practice social distancing Wash hands frequently Sanitation procedures 	Safest
Above + Prospective Members, Jobie to Bees, cross-Bethel, invited JDI or general public	Installations, OV's, Friends Days, GB Meetings, Pageants, pancake breakfasts, etc.			<ul style="list-style-type: none"> Masks recommended (all) Practice social distancing Wash hands frequently Sanitation procedures Visitors log (for exposure notification purposes) 	<ul style="list-style-type: none"> Recommend event postponement or virtual event 	Less Safe
Any variation above + cross-jurisdictional and/or overnight	Multi-jurisdictional HIKE, Multi-State, GB Exemplification, sleepovers, etc.			<ul style="list-style-type: none"> Masks recommended (all) Practice social distancing Wash hands frequently Sanitation procedures Visitors log (for exposure notification purposes) 	<ul style="list-style-type: none"> Recommend event postponement or virtual event 	Least Safe
Any variation above + attendance at outside/non-JDI organized event	DeMolay dance, Masonic function, movie theater, etc.			<ul style="list-style-type: none"> Follow recommended JDI COVID-19 guidelines above Adhere to rules defined by event organizer 	<ul style="list-style-type: none"> Follow recommended JDI COVID-19 guidelines above Adhere to rules defined by event organizer 	
OUTDOOR						
Who	Examples	Vaccinated	Unvaccinated	Stable (5% to 7.9% 30-day avg positivity rate)	Increasing (>8% 30-day avg positivity rate)	
Members and regular adult attendees of a single Bethel	Private Bethel picnics, meetings held outside, etc.			<ul style="list-style-type: none"> Practice good judgement (Social distance or wear a mask if social distancing is not possible, wear a mask if serving food, etc.) 	<ul style="list-style-type: none"> Practice good judgement (Social distance or wear a mask if social distancing is not possible, wear a mask if serving food, etc.) 	Safest
Above + Prospective Members, Jobie to Bees, cross-Bethel, invited JDI or general public	Parade, sporting event, orchard, amusement park, beach, ice skating, etc.			<ul style="list-style-type: none"> Practice good judgement (Social distance or wear a mask if social distancing is not possible, wear a mask if serving food, etc.) 	<ul style="list-style-type: none"> Recommend event postponement 	Less Safe
Any variation above + cross-jurisdictional and/or overnight	Multi-jurisdictional campout, HIKE events, etc.			<ul style="list-style-type: none"> Practice good judgement (Social distance or wear a mask if social distancing is not possible, wear a mask if serving food, etc.) Guidelines of jurisdiction with highest test positivity rate prevail. 	<ul style="list-style-type: none"> Recommend event postponement 	Least Safe
Any variation above + attendance at outside/non-JDI organized event	Masonic picnic, Youth Day at amusement parks, etc.			<ul style="list-style-type: none"> Follow recommended JDI COVID-19 guidelines above Adhere to rules defined by event organizer 	<ul style="list-style-type: none"> Follow recommended JDI COVID-19 guidelines above Adhere to rules defined by event organizer 	

Appendix/Definitions

- **Prospective Member** – A girl between the ages of 10 - 19 who is eligible for membership in Job's Daughters International and may or may not have submitted an Application for Membership (formerly Petition). An applicant is considered a Prospective Member until they are initiated into the Order. Prospective Members are not covered by standard JDI insurance policies, requiring additional safety measures to be in-place when they are present at JDI events.
- **Jobie to Bee** – A girl who is not yet eligible for membership due to age (not yet 10 years old) and who participates in a Jobie to Bee program as approved by the sponsoring Bethel and voted on by the Executive Members of the BGC. Jobie to Bees are not covered by standard JDI insurance policies, requiring additional safety measures to be in-place when they are present at JDI events.
- **Cross-Bethel** – Any event that occurs with attendees present who are members or adult volunteers of different Bethels, Grand/Jurisdictional Bethel, jurisdiction Daughter leadership or jurisdiction adult leadership. Examples: Bethel 13, Bethel 19 and Bethel 25 in Arizona. Bethel 3 and Bethel 8 in Bahia.
- **Cross-Jurisdictional** – Any event that occurs with attendees present who reside in two or more independent JDI jurisdictions. Examples: Minas Gerais and Bahia. Oregon and Washington. Supreme Officer, Supreme Deputy, Assisting Supreme Deputy, Supreme Bethel Officer/Representative or Miss International Job's Daughter who resides in another JDI jurisdiction. Special consideration may be given in cases of Members and adult volunteers who *must* cross jurisdictional lines to attend meetings and functions of a Bethel or jurisdiction to which they belong and/or volunteer. Examples: Delaware and Maryland; DelMar (jurisdictional). North Dakota (no Bethels) and Minnesota. The guidelines of the jurisdiction with the highest test positivity rate prevail.