

and comply with the CMIA, and will not disclose to other employees the fact that the employees presented COVID-19 symptoms.

3. STEAM Academy's Response to COVID-19 Cases

In the event that STEAM Academy employees test positive for COVID-19 or are diagnosed with COVID-19 by a healthcare provider, the STEAM Academy will instruct the employees to remain at or return to their home or place of residence and not report to work until such time as they satisfy the minimum criteria to return to work. The STEAM Academy will advise employees of any leaves to which they may be entitled during this self-isolation period.

The STEAM Academy will comply with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the following individuals and institutions as required based on the individual circumstances:

(1) the local health department; (2) Cal/OSHA; (3) employees who were present at the STEAM school site or facility when the COVID-19 case was present, (3) the employers of subcontracted employees who were present at the STEAM Academy school site; and (4) the STEAM Academy's workers' compensation plan administrator.

If possible, the STEAM Academy will interview the COVID-19 cases in order to ascertain the nature and circumstances of any contact that the employees may have had with other employees during the high-risk exposure period. If the STEAM Academy determines that there were any close contact COVID-19 exposures, the STEAM Academy will instruct those employees to remain at their home or place of residence and not report to work until such time as the employees satisfy the minimum criteria to return to work.

The STEAM Academy has adopted policies and procedures that ensure the confidentiality of employees and comply with the CMIA. Specifically, the STEAM Academy will not disclose to other employees, except for those who need to know, the fact that the employees tested positive for or were diagnosed with COVID-19. Further, the STEAM Academy will keep confidential all personal identifying information of COVID-19 cases or persons unless expressly authorized by the employees to disclose such information or as other permitted or required under the law.

4. Workplace-Specific Identification of COVID-19 Hazards

The STEAM Academy conducted a workplace-specific assessment of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

As part of this process, the STEAM Academy identified places and times when employees and individuals congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, including, for example, during meetings or training, in and around entrances, bathrooms, hallways, aisles, walkways, break or eating areas, and waiting areas.

As part of this process, the STEAM Academy identified potential workplace exposure to all persons at the STEAM Academy school site and including employees, employees of other entities, members of the public, students, and independent contractors. The STEAM Academy considered how employees and other persons enter, leave, and travel through the STEAM Academy school site, in addition to addressing employees' fixed workspaces or workstations. As part of this process, the STEAM Academy treated all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

5. Maximization of Outdoor Air and Air Filtration

For indoor STEAM Academy worksites and facilities, the STEAM Academy evaluated how to maximize the quantity of outdoor air and whether it is possible to increase filtration efficiency to the highest level compatible with the schools' existing ventilation systems.

6. STEAM Academy Compliance with Applicable State and Local Health Orders

