



## Paradox Sports COVID-19 Health and Safety Plan

The policies and procedures in this guide are meant to be used in addition to the current Paradox Sports Risk Management System

Paradox Sports is dedicated to the health and safety of our participants, volunteers, and staff. Paradox Sports will adhere to any and all state, federal, or local regulations put in place to protect the community

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## Introduction

This COVID-19 Operations Plan establishes the operational guidelines Paradox Sports will employ to deal with COVID-19 on all programs. This unprecedented shift in risk has required that our approach and overall risk management efforts adjust accordingly. Paradox Sports is committed to monitoring on-going COVID-19 developments, CDC recommendations and local, regional and national mandates. Paradox Sports will require all employees, instructors and hired guides to read and acknowledge the COVID-19 Health & Safety Plan policies and procedures.

*PLEASE NOTE: Although Paradox Sports will work diligently to minimize and mitigate risk on all of our programs moving forward, it should be recognized that we will not be able to eliminate all risk. COVID-19 is evolving rapidly and as such we will be updating this document as needed.*

## Part 1. COVID-19 Overview and Risk Assessment

We encourage all staff to review the most recent information and educate themselves on the COVID-19 virus through the Centers For Disease Control and World Health Organization websites.

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

### COVID-19 Overview

COVID-19 are a family of viruses that can cause respiratory illness in people. The primary symptoms are considered to be shortness of breath or difficulty breathing. People with COVID-19 can experience mild to severe respiratory illness. People with these symptoms or combinations of symptoms *may* have COVID-19 and should seek testing. Other related symptoms, could include;

- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

However, less common symptoms have been reported, including gastrointestinal symptoms like nausea, vomiting, or diarrhea. Children have similar symptoms to adults and generally have mild illness. Emergency warning signs and symptoms include:

- Trouble breathing

- Persistent pain or pressure in the chest
- New confusion or inability to be awakened or responsive to stimuli
- Bluish lips or face

### COVID-19, a.k.a. SARS-CoV-2

#### Transmission:

- Person-to-person transmission can occur during close (within 6 feet) contact with an infected person
- COVID-19 is primarily transmitted by respiratory droplets produced when an infected person coughs or sneezes
- Droplets can be deposited in the mouth, nose, or eyes of nearby people or can be inhaled into the lungs
- To a lesser extent, transmission can occur by touching surfaces or objects contaminated with the virus, and then touching mouths, noses, or eyes
- Virus may remain viable for hours to days on a variety of surfaces
- There is still more to learn about the transmissibility, severity, and other features associated with SARS-CoV-2

### Signs and Symptoms

The CDC reports less common symptoms have been reported, including gastrointestinal symptoms like nausea, vomiting, or diarrhea. Children have similar symptoms to adults and generally have mild illness. Emergency warning signs and symptoms that suggest the need for urgent medical attention include:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or inability to be awakened or responsive to stimuli
- Bluish lips or face

This list is not exhaustive and healthcare providers can provide additional information about signs and symptoms. We encourage all staff to seek additional information about signs and symptoms.

### Prevention

- Wash hands often with soap and water for at least 20 seconds, when exposure is suspected and when practical
- Use a hand sanitizer that contains at least 60% alcohol when soap and water are not available
- Rock guides and rock instructors should consider the use of liquid chalk with an alcohol content of 70 to 80%
- Avoid touching eyes, nose, and mouth with unwashed or non-sanitized hands.
- Follow physical distancing guidelines
- Avoid groups larger than 10 individuals

- Cover nose and mouth when coughing or sneezing with tissue or use the inside of the elbow
- Wear cloth face covering

### COVID-19 Hazard and Risk Level Assessment

Hazards, risks, and controls outlined in this document represent a point in time during an evolving and dynamic pandemic. Revisions or additions to this document will be made as the situation warrants. Revision Date: 07/01/2020

#### 1. Risks Accompanying COVID-19 Exposure for Paradox Sports participants, volunteers and employees (full-time, part-time, contractors).

Contracting the COVID-19 disease could have a number of potential negative outcomes:

- Death
- Permanent medical condition and resulting disability
- Severe illness, requiring hospitalization and intensive care
- Mild illness
- Confirmed infections might require rigorous quarantine and isolation, regardless of symptoms
- Suspected exposures and symptoms might require testing, medical care, and potentially quarantine.
- Loss of livelihood due to any of the above outcomes
- Any number of unforeseen physical, emotional, or psychological maladies

The likelihood of a negative outcome can be affected by the following:

- Frequency of exposure to infected people
- How extensively the virus spreads between people
- The severity of resulting illness
- Pre-existing medical conditions employees may have\*
- The medical or other measures available to control the impact of the virus and the relative success of these measures.

\*According to the CDC, certain people, including older adults and those with underlying conditions such as immuno-compromised conditions, heart or lung disease or diabetes, are at higher risk for developing serious complications from COVID-19.

#### 2. Potential Program Risks and Sources of Exposure to COVID-19

Risks and sources of exposure include:

- Exposure to program participants, volunteers and/or employees potentially infected with the virus
- Exposure to the general public potentially infected with the virus

- Handling equipment contaminated with the virus
- Working in close proximity (less than 6 feet) with clients, co-workers, and the general public

### Control and Prevention Measures Based on Risk Levels

For all Paradox Sports participants, volunteers and employees (full-time, part-time, contractors):

- Refuse any physical exposure with known COVID-19 infections.
- Frequently wash hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol. Wash hands that are visibly soiled
- Avoid touching eyes, nose, or mouth with unwashed hands
- Practice good respiratory etiquette, including covering coughs and sneezes
- Avoid close contact with people who are sick
- Stay home if sick
- Recognize personal risk factors. (ex. Age, pre-existing conditions)

IMPORTANT: Report experiencing COVID-19 symptoms to any Paradox Sports full-time employee as soon as possible after onset

\* OSHA does not consider cloth masks appropriate PPE for protection from airborne viruses. However, due to the critical shortage of medical supplies and this hazard assessment, cloth masks are acceptable for hazard management for PS employees. Bandanas are not acceptable face coverings for staff, volunteers or participants. Paradox Sports will make PPE available to all staff, volunteers and participants if requested.

## Part 2. COVID-19 Policies, Procedures, & Guidelines

The policies outlined below are intended to provide definitive actions that must be adhered to on all Paradox Sports programs. The procedures outlined below are best practices, but do rely on the experience and judgment of staff in any given scenario. Staff are expected to follow all policies and procedures as closely as possible.

Please stay home if you feel sick with any of the following symptoms: fever, cough, chills, headache, sore throat, and new loss of taste or smell, or you have been in contact with (an) individual(s) with COVID-19 within the past 2 weeks.

### COVID-19 Policies

- Paradox Sports programs will limit the number of participants and volunteers we have on trips to maintain smaller groups, compared to our historical group sizes.
- All employees (full-time, part-time, contractors) and clients are required to adhere to social distances mandates (see Appendix A) of maintaining 6 ft. of space between

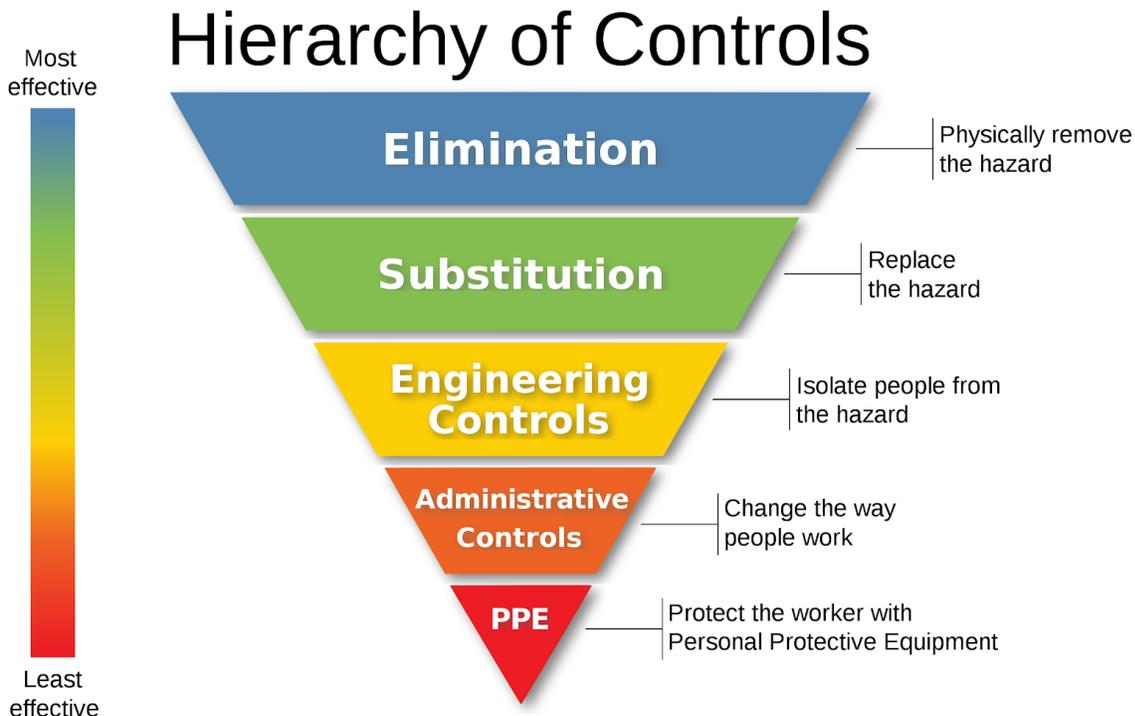
individuals when possible. Please note that maintaining 6ft of distance may not be possible at all times due to the nature of our programming.

- In the event of an emergency or in the best interest of a participant, Paradox Sports staff may be required to get closer than 6 feet to participants; staff will be wearing a mask and gloves and will limit exposure whenever possible
  - If an individual is not able to maintain social distance (6 ft.) under their own efforts and requires multiple volunteers to support mobility, there must be an effort made to provide a support person from the same household. In the absence of a household member, a volunteer may be assigned for the duration of the trip but both participant and volunteer must agree and pass all screening requirements.
- All employees (full-time, part-time, contractors) will report any suspected COVID-19 , refrain from coming to work and notify their supervisor immediately.
- All employees (full-time, part-time, contractors) and clients are required to have a mask or face covering on while engaging in program activities (including climbing and belaying to prevent the spread of potential germs to hard goods and climbing surfaces) and social situations ("social situations" include downtime, meals times, campfires etc.).
- Bandanas are not acceptable face coverings for employees and/or clients
- All employees (full-time, part-time, contractors) and clients are required to maintain consistent hand hygiene. Stations will be provided at each program area for hand sanitation
- All employees (full-time, part-time, contractors) and clients are required to sanitize before and after each climb. In addition, participants are required to sanitize before and after all program gatherings, meal times, and travel. If gloves are worn for climbing/belaying they must be disinfected at the beginning and end of each climbing session
- Paradox Sports will follow all recommended CDC screening guidelines and will utilize the [COVID-19 screening tool](#). All employees and clients will undergo COVID-19 screening prior to program participation. The program lead will contact each registered participant 2 weeks prior to the program to ensure there has been no symptoms or confirmed exposure. As well, there will be a follow up call to confirm any possible changes 24 hours prior to program start
- All guides/staff will follow Sterling Rope [recommendation](#) for disinfection of hard goods and ropes after all programs. Every effort will be made to bring extra ropes to rotate goods every other day, allowing for a 24 hour disinfecting period of used goods.
- All employees (full-time, part-time, contractors) and clients will be required to provide food and beverage on their own for each program. Paradox assumes no responsibility for shopping, cooking, or providing food storage on programs

### COVID-19 Procedures

- Paradox Sports will attempt to limit exposure to small communities that may be at risk.

- Paradox Sports will consider each program applicant on a case-by-case basis, to ensure that we are able to ensure a reasonable level of health and safety.
- Paradox Sports staff will provide a site layout where you will be asked to set up camp. When possible, Paradox Sports staff will work to ensure each sleeping area is at least 10 feet from one another. Sleep in a tent with someone from your household or solo.
- If possible staff will choose areas that are less popular and less likely to be crowded.
- Any group meeting required for framing, safety briefings etc. will be facilitated with the 6 ft. social distance norms in place.
- If Paradox Sports staff feels there is not enough space at any given climbing area to safely maintain social distancing recommendations, staff may decide to adjust and climb at an alternative area in order to maintain social distancing norms
- All employees (full-time, part-time, contractors) will carry extra PPE
- All employees (full-time, part-time, contractors) will encourage a minimal sharing of hard and soft climbing equipment, and other accessories i.e. hand sanitizer, water bottles, phones, food and snacks, lip balm, sunscreen or any other accessory items that have potential for COVID contamination
- All employees (full-time, part-time, contractors) will travel separately to the program location. All clients are encouraged to travel solo or with individuals from the same household. All airline travel is discouraged due to increased risk of infection immediately prior to program start
- All employees (full-time, part-time, contractors) will initiate the screening process, following all CDC guidelines, two weeks prior to program start. Screening will utilize the CDC recommended screening tool and be documented in the Paradox Sports C19 Tracking Form. The screening tool will be utilized two weeks prior to program start and one day before.
- Please avoid touching your face while climbing and/or without first washing or sanitizing your hands.
- Please remember to appropriately cover your nose and mouth before coughing or sneezing.



## Isolation and Evacuation of (Possibly) Infected Staff, Volunteers or Participants

If an employee (full-time, part-time, contractors) or participant shows signs or symptoms of COVID-19 infection, staff will isolate the individual and immediately identify an evacuation plan to maintain the health and safety of other group members. Seeking immediate medical care will be prioritized, as will reporting.

All incidents should follow the processes outlined in the Paradox Sports Risk Management System.

## Guidelines for COVID-19 Personal Protective Equipment

The CDC has identified face mask use as a critical part of preventing the spread of COVID-19. The proper use of PPE is essential. Paradox Sports requires all employees (full-time, part-time, contractors) and participants to wear an appropriate face mask (see guidelines below) on all programs.

A facemask should:

- Fit snugly but comfortably against the side of the face. Consider trimming facial hair to provide a snug fit
- Be secured with ties or ear loops.
- Include multiple layers of fabric and still allow for breathing without restriction
- Removed carefully, avoiding touching eyes, nose, and mouth

- After removing PPE, always wash hands with soap and water for at least 20 seconds, if available. Ensure that hand hygiene facilities (e.g., sink or alcohol-based hand rub) are readily available at the point of use (e.g., at or adjacent to the PPE removal area)
- Ensure everyone follows standard operating procedures for cleaning (including laundering) PPE and items such as technical climbing gear
- When PPE is contaminated with human blood, body fluids, or other potentially infectious materials, employees must follow applicable CDC processes
- Cloth face masks do not meet OSHA standards for protection of workers from airborne viruses. However, due to the critical nationwide shortage cloth masks are considered acceptable for use on Paradox Sports programs. Cloth face coverings must be used in conjunction with other preventative measures including maintaining physical distancing as much as is possible or practical and cleaning/disinfecting hands often
- Pockets masks are acceptable and should have one-way valves, be reusable and cleaned according to CDC guidelines (gently wash in warm soapy water, using dishwashing liquid).
- Cleaning procedures should follow CDC guidelines; rinse in clean water and plunge into a disinfection solution of ¼ cup of unscented liquid chlorine bleach per gallon of water. Completely submerge mask and valve stem. Let stand in bleach/water solution for 10 minutes, rinse with fresh water and air dry

Gloves should:

- Be used when hand sanitizer or a hand washing station are unavailable
- Be made of a material other than latex and be free of latex powder
- Not be reused and disposed of properly (in a lined trash can,) unless blood or other bodily fluids have contaminated them. In that case they must be treated as a biohazardous material and disposed of at a biohazard collection station Removed carefully, avoiding touching eyes, nose, and mouth. Hands should be washed or disinfected after removing.

### Equipment Cleaning and Disinfection Policies and Guidelines

Paradox Sports will subscribe to a routine of cleaning all program equipment as best as possible. This may include rotating the use of climbing equipment to ensure a disinfecting period of 48-72 hours (depending on length of program). The unique nature of our outdoor climbing programs introduces a new element of maintaining high levels of disinfection. However, Paradox Sports will follow the CDC recommendations;

- Outdoor areas generally require normal routine cleaning and do not require disinfection. Spraying disinfectant on sidewalks and in parks is not an efficient use of disinfectant supplies and has not been proven to reduce the risk of COVID-19 to the public
- You should maintain existing cleaning and hygiene practices for outdoor areas

- The targeted use of disinfectants can be done effectively, efficiently and safely on outdoor hard surfaces and objects frequently touched by multiple people
- Coronaviruses on surfaces and objects naturally die within hours to days. Warmer temperatures and exposure to sunlight will reduce the time the virus survives on surfaces and objects
- Normal routine cleaning with soap and water removes germs and dirt from surfaces. It lowers the risk of spreading COVID-19 infection.
- Disinfectants kill germs on surfaces. By killing germs on a surface and cleaning, you can further lower the risk of spreading infection. EPA-approved disinfectants are an important part of reducing the risk of exposure to COVID-19. If disinfectants on this list are in short supply, alternative disinfectants can be used (for example, 1/3 cup of bleach added to 1 gallon of water, or 70% alcohol solutions).
- Store and use disinfectants in a responsible and appropriate manner according to the label. Do not mix bleach or other cleaning and disinfection products together--this can cause fumes that may be very dangerous to breathe in. Keep all disinfectants out of the reach of children.
- Do not overuse or stockpile disinfectants or other supplies. This can result in shortages of appropriate products for others to use in critical situations.
- Always wear gloves appropriate for the chemicals being used when you are cleaning and disinfecting. Additional personal protective equipment (PPE) may be needed based on setting and product. For more information, see CDC's website on Cleaning and Disinfection for Community Facilities.
- Practice social distancing, wear facial coverings, and follow proper prevention hygiene, such as washing your hands frequently and using alcohol-based (at least 60% alcohol) hand sanitizer when soap and water are not available.

More information can be found on CDC's website on Food Safety and the Coronavirus Disease 2019 (COVID-19).

### COVID-19 Illness Reporting Process and Follow-Up

Paradox Sports is committed to reporting work related illness incidents to federal, state and local government agencies. The intent of the reporting is to assist authorities in tracking transmission patterns of the virus and identifying regional outbreaks. It may be difficult to determine if an infected staff member was exposed to the COVID-19 virus in the workplace. If an employee determines that they were infected at work, they need to:

- Contact the ED, PM or OM as soon as possible
- Provide detail about the exposure incident (who, how, when)
- Provide, to the extent possible, names of all persons with whom they have had close contact (less than 6 feet) at least 72 hours prior to becoming ill

Paradox Sports will:

- Provide the local county health department with details of the employee illness
- Provide the same information to any other agencies as directed by the health department
- Record the pertinent information on OSHA Form 300 (Appendix B)
- Inform the employee that they must have received at least two negative tests for COVID-19 before they can return to work

## Part 3. Indoor Program Guidelines

### Indoor Climbing Programs & Trainings

Paradox Sports will follow all applicable policies and procedures for indoor climbing outlined in the sections above;

- COVID-19 Policies, Procedures, Guidelines
- Isolation and Evacuation of Sick Clients Procedure
- Guidelines for COVID-19 Personal Protective Equipment
- Equipment Cleaning and Disinfection Policies and Guidelines
- COVID-19 Illness Reporting Process and Follow-Up

As well, there may be additional measures to follow outlined by the climbing gym itself. Participants should note that all climbing gym policies and procedures will take precedence.

The climbing gym industry has been significantly impacted and has completely reduced the opportunity for Paradox Sports to deliver indoor climbing programs or training. As climbing gyms across the nation struggle with fulfilling the Occupational Safety and Health Administration (OSHA) requirements for the health and safety of employees, it appears that the return to indoor climbing will remain uncertain.

The Climbing Wall Association states, "we know that the SARS-CoV-2 virus that leads to the disease COVID-19, is a novel virus (i.e. new, or not previously identified), for which there is currently no vaccine. As such, the best approach for one to prevent illness is to avoid being exposed to the virus [CDC]...The most common and likely route of exposure is person-to-person contact. Current research suggests that the most likely path of transmission for the virus is via liquid droplets from a carrier of the virus. These droplets may remain aloft in the air during exhalation, talking, sneezing, coughing, laughing, etc. Droplets may also be transferred from other parts of the body, most commonly, the hands, to the face (mouth, nose, and eyes).

A secondary means of the virus spreading may be through contact with surfaces or objects. Once droplets are present on a surface the viability of the virus is based on a number of

factors, including but not limited to, the amount/quantity of droplets, type of material (i.e. plastic, metal, glass, wood, vinyl, etc.), and other variables. Research has shown that the SARS-CoV-2 virus can remain viable for a number of hours and up to a few days depending on various factors [NEJM Study].

According to credible health sources, COVID-19 is not spread through perspiration (sweat) however, items touched by many people in a gym (e.g., handholds, hangboards, ropes, carabiners, rental equipment, fitness equipment, etc.) could possibly pose a risk for transmission of settled respiratory droplets [Johns Hopkins School of Medicine FAQ]...in a climbing gym the most likely route of exposure would be through face-to-face interactions and direct contact with the patrons and co-workers. Other routes of exposures would be via communally handled or touched items coupled with a lack of good personal hygiene. Things like climbing walls, holds, volumes, ropes, rental shoes and harnesses, as well as other commonly touched areas around a gym including the front desk, keyboards/keypads, phones, waiver stations, door handles, and railings, provide the possibility of virus transfer.

Paradox Sports will follow all local, regional and national mandates as well as take the [CDC](#) and [CWA Roadmap to Reopening](#) recommendations into account before making any decision to deliver indoor programs. As well, Paradox Sports will assess the following;

1. What is the prevalence of the virus in the community? (Monitor WHO, CDC, as well as local and state health departments.)
2. Are there local, state, and federal orders that allow for reopening?
3. Does the climbing gym have appropriate health and safety policies in place?
4. What hazards are posed to Paradox Sports staff and clients?
5. What climbing gym controls are needed to protect Paradox Sports staff and clients?
6. Does the infectious disease Emergency Response Plan/Health & Safety Plan for dealing with an outbreak align between organizations? Including testing and tracking.
7. What enhanced cleaning and disinfecting procedures have been implemented in the gym?
8. Does the climbing gym have adequate and appropriate PPE for employees?
9. What are the risk reward considerations for delivering an indoor program before there is 100% reduction in COVID-19 risk?

## Part 4. Appendix

## Appendix A

### Physical Distancing Guidelines

The Centers For Disease Control states, COVID-19 spreads mainly among people who are in close contact (within about 6 feet) for a prolonged period. Spread happens when an infected person coughs, sneezes, or talks, and droplets from their mouth or nose are launched into the air and land in the mouths or noses of people nearby. The droplets can also be inhaled into the lungs. Recent studies indicate that people who are infected but do not have symptoms likely also play a role in the spread of COVID-19. It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. However, this is not thought to be the main way the virus spreads. COVID-19 can live for hours or days on a surface, depending on factors such as sunlight, humidity, and the type of surface. Social distancing helps limit opportunities to come in contact with contaminated surfaces and infected people outside the home. Although the risk of severe illness may be different for everyone, anyone can get and spread COVID-19. Everyone has a role to play in slowing the spread and protecting themselves, their family, and their community.

#### Tips for social distancing

- Follow guidance from authorities where you live
- If you need to shop for food or medicine at the grocery store or pharmacy, stay at least 6 feet away from others. Also consider other options:
  - Use mail-order for medications, if possible
  - Consider a grocery delivery service
- Cover your mouth and nose with a cloth face covering when around others, including when you have to go out in public, for example to the grocery store
  - Cloth face coverings should NOT be placed on children under age 2, anyone who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the mask without assistance
  - Keep at least 6 feet between yourself and others, even when you wear a face covering
- Avoid gatherings of any size outside your household, such as a friend's house, parks, restaurants, shops, or any other place. This advice applies to people of any age, including teens and younger adults. Children should not have in-person playdates while school is out. To help maintain social connections while social distancing, learn tips to keep children healthy while school's out.
- Work from home when possible
- Limit using any kind of public transportation, ridesharing, or taxis, if possible. If you must use public transportation, follow these tips to protect yourself

## APPENDIX B

## Food and Fluid Guideline

The U.S. Food and Drug Administration recommends the following;

View frequently asked questions for the general public/consumers related to COVID-19. See FDA's tips for Shopping for Food During the COVID-19 Pandemic.

Learn more about food safety and availability during the coronavirus pandemic.

### Avoiding Foodborne Illness

Currently there is no evidence of food or food packaging being associated with transmission of COVID-19.

Foodborne gastrointestinal (GI) viruses, like norovirus and hepatitis A, can make people ill through contaminated food. SARS-CoV-2, which causes COVID-19, is a virus that causes respiratory illness.

FDA advises we all adopt everyday safe food handling and hygiene practices to avoid foodborne illness:

- Safe Food Handling
- Food Safety in Your Kitchen
- Everyday Food Safety for Young Adults
- Handling Flour Safely
- Tips to Reduce Food Waste

## APPENDIX C

[OSHA Form 300](#)

[CDC Cleaning and Disinfecting](#)

## APPENDIX D

[Participant Assumption of Risk and Waiver](#)

## Reference(s)

This document was created in cooperation and in reference to the following organizations, websites, resources and content. We thank our industry partners for supporting a cooperative approach to sharing information to ensure the safety and health of our communities.

- Center For Disease Control
- World Health Organization
- U.S. Department of Food and Drug Administration
- American Mountain Guides Association
- Colorado Mountain School
- Climbing Wall Association