



COVID-19 UPDATED GUIDANCE MEMO / HANDBOOK ADDENDUM

To: All CISS Direct Care Staff
Date: **April 3, 2023**
From: Sharon M. Francis, CEO

The California Department of Public Health (CDPH) is continuing to make changes based on collected data that directly impact the services our organization provides. We appreciate everyone's patience and flexibility over the past three years while we have worked to timely communicate changes to our safety protocols. Due to the continued drop in COVID-19 cases, additional changes have been made by CDPH and the Department of Developmental Services (DDS) **effective today**.

CISS has now adopted the following changes:

- **CISS will no longer require proof of COVID-19 vaccination** (or one of the eligible exemptions) as a condition of employment since the State of California no longer requires COVID-19 vaccination for healthcare workers, which includes those providing direct care at our organization.
- **CISS will no longer request vaccine preference information from families** we serve as we are no longer allowed to request that private health information from employees. Families may request proof of vaccination from any CISS employee, with the understanding that it is optional for staff to disclose that information.
- **CISS recommended masking policies will not change at this time.** For more information, please review the 3/1/23 company memo, which can be found on our website's [COVID-19 page](#) or contact our office.

While these changes may point to a welcome lessening of restrictions, COVID-19 continues to be considered a health threat, especially for immune-compromised individuals. **The organization continues to strongly recommend mask wearing at all times** by employees who live outside the family's home since individuals with intellectual and developmental disabilities are considered to be at higher risk of COVID-19 related complications and death.

As always, if you ever feel uncomfortable or unsafe while providing care, please contact your Human Resources Associate, or call Rosy (HR Manager) at x862. For issues directly relating to the families you support, contact your Family Support Specialist, or call Edith (Program Director) at x852.

For more information regarding the State's amended guidance: [CDPH Order](#) [DDS Memo](#)

Thank you for your continued care and cooperation in keeping yourself and those you support safe.