



March 2, 2022

To: Gateways Team

From: Sandy Pelletier

Re: Mask Considerations

Two years after the onset of a pandemic, two years of us all working together in ways we never thought we would have to for the health and safety of those we support and each other, it is time to look at lifting some protocols and learning to work in our “new normal.”

On March 21st (very purposefully two full weeks after NH’s February School Vacations) and providing that we do not have any new COVID outbreaks, I am pleased to announce that Gateways will be moving to a voluntary masking status for anyone who is fully vaccinated (as outlined by the CDC) and lifting room capacity and visitation restrictions. What does this mean?

1. Anyone who is fully vaccinated and has that on file with Human Resources will not be required to wear a mask while working for Gateways in any Gateways setting.
2. Employees are always expected to stay home if they are experiencing any cold or flu symptoms!
3. Outside visitors will be allowed in all Gateways locations.
4. Visitors will be greeted with signage asking them to mask if they are not vaccinated.
5. Employees representing Gateways in the community during work are expected to follow the masking and other protocols requested by businesses, community partners, etc.
6. Conference room and other shared spaces may be used at full capacity. Employees are welcome to wear masks in shared spaces or attend meetings by Zoom/Teams if they are more comfortable doing so.
7. All employees and visitors are welcome to wear a mask if they choose at any time. People may choose to wear a mask for any reason, and as such, it is expected that no one makes assumptions based on whether or not someone wears a mask. Our community should be sensitive that this is a personal choice for everyone.

The following Gateways programs will continue to maintain mask mandates for the foreseeable future. These programs are providing services to individuals, some of whom are immunocompromised or have a weakened immune system or are older adults, which puts them at high risk for various illnesses, especially COVID -19, and are likely to get very sick from COVID-19:

- Gateways Autism Center
- Early Supports & Services



- Gateways for Seniors
- Gateways Adult Day Center

The CDC recommends that wearing masks further minimize the risk of these individuals becoming ill with COVID-19. Any Gateways staff providing services to individuals in the above programs will continue to wear masks. If any individual's family member/caregiver is present, they too will need to wear a mask.

At any time, if COVID cases begin to rise, we reserve the right to reinstate masking and social distancing.

Gateways continues to follow the exposure guidelines recommended by the CDC and NH Public Health. Any employees who are infected, unvaccinated employees who have had close contact with someone who tested positive for COVID-19, and all employees with COVID-19 symptoms should still stay home from work and contact either their supervisor or the HR department to discuss quarantine guidelines.

Additionally, as recommended by the CDC, fully vaccinated people who have a known exposure to someone with suspected or confirmed COVID-19 should get tested 3-5 days after exposure and should wear a mask in public indoor settings for 14 days or until they receive a negative test result.

By May 1st, we hope to lift all requirements regardless of vaccination status. We anticipate that COVID should not have a high impact on our daily lives from spring through the fall. Still, we expect the winter months to be different for the foreseeable future, with COVID and Flu impacting our direct support settings and masking being a reality. We will address that when the time comes!

We could never have predicted what the last two years have been like, impacting all aspects of our lives, especially our mental and physical health. Who could have predicted any of this, as we faced and handled this challenge head-on, as strong a team as ever? For that, we are proud.
THANK YOU!

Here's to a healthy spring and warm summer to come!