

## CARE FOR INDIVIDUALS TESTING POSITIVE FOR COVID-19 VIRUS

Policy Number: 30GS

Effective Date: 6/01/2020

Revised Date: 11/09/2020

### Scope

The policy on Care for Individuals Testing Positive for COVID-19 virus applies to directors, officers, and members of the nonprofit organizations within the Stowers Group of Companies ("SGC" and "SGC Organizations"), including Stowers Institute for Medical Research ("SIMR") and Stowers Resource Management Inc. ("SRM"), and to individuals who make substantial use of a SGC Organization's facilities, such as post-doctoral research associates, pre-doctoral researchers and approved visitors (collectively, "Covered Individuals").

### Purpose

This policy describes the SGC's involvement in the care for individuals who test positive for the COVID-19 virus and will be governed by the following principles:

*The SGC wishes to provide COVID-19 related support for Covered Individuals and their immediate household members.*

*Individuals infected with COVID-19 will maintain their autonomy in choosing medical care.*

*Individuals may choose to have SIMR's infectious disease specialists arrange for medical care with the appropriate practitioners.*

*Individuals infected with COVID-19 will have limited autonomy in the decision to enter the SGC's campus because this decision involves the safety of others.*

*SIMR's infectious disease specialists will decide when an infected individual's risk to others has diminished sufficiently to the individual to re-enter the SGC's campus.*

The Graduate School of the Stowers Institute for Medical Research ("The School") is included in the Stowers Group of Companies ("SGC") Organizations and has adopted the following policy as its own.

### Policy

**Option for SIMR to help arrange for care.** If Covered Individuals and their household members test positive for the COVID-19 virus, they may choose to have SIMR's infectious disease specialists help arrange for care.

**Decision to allow re-entry to the SGC's campus.** SIMR's infectious disease specialists will decide on the process and timing of COVID-19 infected individuals' return to work on the SGC's campus.

**Guidelines and procedures.** Covered Individuals are responsible for adhering to the current guidelines and procedures associated with this policy.

***Consequences of non-compliance.*** Covered Individuals who do not comply with this policy will not be allowed to enter the SGC's campus. For Covered Individuals who are members, if the non-compliance results in the members' inability to perform their work duties, Administration and the Covered Individuals' supervisor will manage each situation as needed.

This policy was approved by the GSSIMR Board of Directors on June 18, 2020.

This policy was last updated by the GSSIMR Board of Directors on November 09, 2020.

This policy will be reviewed by the GSSIMR Board of Directors in 2022.

## Policy 30GS Care for Individuals Testing Positive for COVID-19 Virus Guidelines

### 1. Overview

A.	<i>What policy do these guidelines reference?</i>	Policy Number 30C “Care for Individuals Testing Positive for COVID-19”
B.	<i>What do these guidelines cover?</i>	Care for individuals testing positive for COVID-19, from diagnosis through their return to work
C.	<i>Who must comply with these guidelines?</i>	“Covered Individuals,” defined as directors, officers and members of the SGC or individuals who make substantial use of an SGC Organization’s facilities.
D.	<i>What are the implications for Covered Individuals?</i>	<ul style="list-style-type: none"> <li>i. Covered Individuals must report any positive result for COVID-19 virus test to SIMR’s Office of Infection Control (see Policy 20C “Request for COVID-19-Related Information.”</li> <li>ii. Covered Individuals and their household members may choose to have SIMR’s infectious disease specialists help arrange care.</li> <li>iii. SIMR’s infectious disease specialists will decide on the process and timing for infected Covered Individuals to return to work.</li> </ul>

### 2. Positive result for COVID-19 virus test

A.	<i>What constitutes a positive result for COVID-19 virus test?</i>	A positive result in any FDA-approved test for COVID-19 virus constitutes a positive test. Typically, these tests will have the term “RT-PCR” in their official description.
B.	<i>Does the positive results from a COVID-19 virus test need to be one that SIMR arranged?</i>	No. A positive result on an FDA-approved test from any sources must be reported to SIMR’s Office of Infection Control and qualifies the individual for the arrangement of care.
C.	<i>Does a positive result in a COVID-19 antibody test count as a positive result for a COVID-19 virus test?</i>	No. A positive result in the COVID-19 antibody test suggests that you have been infected by the virus, probably in the past. You may be asked to take a confirmatory test to confirm that you no longer have virus present.

### 3. Arrangement of care

A.	<i>What are my options for arranging care for COVID-19?</i>	One option is for you to work with your primary care provider or another medical provider of your choice. Another option is for you to work with the specialists in the Institute's Office of Infection Control so that they can help arrange for care with the appropriate specialist or clinic.
B.	<i>Who is eligible to have their care arranged for by SIMR?</i>	All Covered Individuals and their household members are eligible to have their COVID-19-related medical care arranged for by SIMR. The definition of household members excludes family members who do not live in the same household.
C.	<i>What if my household member is not covered by the SGC's health insurance?</i>	The Institute will still help arrange for care. Payment for the household member's healthcare will be the responsibility of the household member or their health insurance plan.
D.	<i>Who are the current members of the Office of Infection Control?</i>	The current members of the SIMR's Office of Infection Control are Laura Remy, RN, Ph.D., and Maithe Enriquez, APRN, Ph.D. Both are licensed medical practitioners with specialized expertise in infectious diseases.
E.	<i>What Infectious Disease practice has SIMR retained?</i>	SIMR has retained Metro Infectious Disease Consultants to provide or arrange for care for Covered Individuals. Dr. David McKinsey is the Institute's principal contact in the practice.
F.	<i>What process should I use for arranging care?</i>	If you wish for SIMR to help arrange care, please contact Laura Remy (lremy@stowers.org) in SIMR's Office of Infection Control. Please do not include any sensitive healthcare-related information in your e-mail.
G.	<i>What if I change my mind about my choice of care?</i>	You may change your mind about your choice of medical care at any time. The Office of Infection Control will support you with whatever option you choose to pursue.

### 4. Return to work

H.	<i>How will the decision for an infected Covered Individual's return to work be made?</i>	You will be allowed to re-enter the SGC's campus and return to work when the Office of Infection Control believes that the risk that you will infect others is manageable.
I.	<i>What are the criteria by which the</i>	The criteria will be a combination of some or all of the following: negative results in COVID-

	<i>risk to others will be assessed?</i>	19 virus tests, the absence of symptoms of COVID-19, the time since you last presented symptoms, or the results of other diagnostic tests. These criteria are expected to evolve as knowledge of the virus's infectivity improves.
<i>J.</i>	<i>Who will manage the process and timing of an infected Covered Individual's return to work?</i>	The infection control specialists in the SIMR's Office of Infection Control will be managing the process and timing of the member's re-entry to the SGC's campus.