

December 20, 2021

Dear Parents & Guardians:

With the ever-changing status of the Covid-19 health emergency, we are all concerned about ensuring the health and safety of everyone in our Connect Plus family. We have received many questions about the requirements of our staff as it relates to Covid-19, specifically regarding vaccination status, and wanted to take a moment to address these concerns.

All information regarding the vaccination status of our staff is classified, protected health information (PHI), and as such is protected by HIPAA laws. We are unable to disclose whether or not a specific staff person is vaccinated, nor are we able to guarantee that we will only assign vaccinated staff to your case. We hope that you recognize our legal requirement to protect the confidentiality of our employee's PHI while also ensuring everyone's safety and understand why we cannot make such disclosures.

Please note, staff **are not** required to self-disclose their health information, including vaccination status.

Please be assured, while we cannot disclose staff vaccination status, we ensure all our staff are in compliance with state and local mandates regarding vaccination for health care workers. Currently, the vaccine mandates impacting our staff are as follows:

- In New Jersey, all health care workers must be fully vaccinated, otherwise, they must be tested at least once per week for Covid-19 infection.
- In Pennsylvania, all health care workers must be fully vaccinated unless granted an exemption as allowed within the guidelines of the mandate. Staff who receive an exemption must be tested at least twice per week.

It is our hope that these safeguards will give you confidence that our services remain safe, however, if this is not satisfactory and you require notification of vaccination status, we will be unable to provide services. You **are** permitted to request that staff take precautionary actions such as wearing a mask in your home or washing/sanitizing their hands upon entry to your home. Staff working in our centers wear masks as well as wash and sanitize their hands frequently throughout the day and high touch surfaces and toys/equipment are disinfected daily.

We will continue to monitor all Covid-19 guidelines to ensure compliance with current mandates and will implement appropriate changes as needed so that we can continue to provide high-quality services while maintaining the safety of everyone.

Thank you and we wish all our families a happy and healthy holiday season!

Sincerely,
Colleen Hoffman, Compliance Officer/HIPAA Privacy Officer