COVID-19 ACTION PLAN

Requirements and Recommendations for Operating USA Field Hockey Programming and Sanctioned Events in the COVID-19 Environment

Effective: July 1, 2020
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1. PURPOSE & SCOPE

USA Field Hockey is dedicated to ensuring the safety, health and well-being of all participants. As the organization begins to navigate the current coronavirus (COVID-19) environment in respect to returning to events and competitions, USA Field Hockey has assembled recommendations and requirements from the United States Olympic and Paralympic Committee, Centers for Disease Control and Prevention and public health experts that will be in effect at USA Field Hockey National, Regional and Sanctioned Events, competitions and programs. These requirements and recommendations are intended to ensure that USA Field Hockey event organizers and participants are following the most recent guidance from federal, state and local public health officials.

These recommendations and requirements for operating USA Field Hockey National, Regional and Sanctioned events are in effect immediately and until further notice. They will be modified as guidance from government and public health officials change.

USA Field Hockey recognizes that the current environment requires each of us to take personal responsibility for the safety, health and well-being of ourselves, our families, colleagues and peers in training and at competitions. Whether a participant, event organizer, staff, umpire, coach or vendor, all need to exercise caution and take recommended precautionary measures while interacting with one another during events.

USA Field Hockey will continue to monitor the situation and make updates to the recommendations as needed. For the latest information and updates, visit USA Field Hockey COVID-19 Updates. Reference USA Field Hockey’s Return to Play document for additional guidance.

2. KEY CONTACTS

<table>
<thead>
<tr>
<th>Role/Title</th>
<th>Contact</th>
<th>Email</th>
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<tbody>
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</table>
3. DEFINITIONS

**CDC** – Centers for Disease Control and Prevention. All activity that occurs at a USA Field Hockey National, Regional or Sanctioned Event will follow guidance and protocols set forth from the CDC.

**Competition/Training Venue** – For purposes of this document any reference to competition or training venue includes any surface, water turf, field turf, grass, indoor court or any area designated for competition or training.

**Competition/Program Organizer** – For purposes of this document, competition/program organizer includes any individual or entity that acts as competition manager, sanctioned event manager, program manager and includes any designee(s) with management authority over the competition or program and its operations.

**Competition/Program Staff** – For purposes of this document, competition/program staff includes any individual who is employed or contracted by competition or program management. Staff includes USA Field Hockey National Office staff, athletic trainers, registration personnel and venue management staff.

**COVID-19 Incident or Outbreak** – For purposes of this document, an incident is defined as a report of any COVID-19 related event or occurrence including, but not limited to, an individual who is exhibiting symptoms of COVID-19. An outbreak is defined as multiple COVID-19 related incidents of occurrences.

**Face Masks** – For purposes of this document, any reference to face masks includes cloth face coverings and surgical masks. It is recommended that competition organizers provide face masks or cloth face coverings to competition staff and volunteers assisting the event. *The CDC recommends wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain. The purpose of the mask is to keep respiratory droplets from reaching others to aid with source control. The CDC does not recommend using masks for source control if they have a valve or vent.*

**Isolation** – Separation of a person or group of people known or reasonably believed to be infected with a communicable disease and potentially infectious, from those who are not infected to prevent the spread of the communicable disease.

**Participants** – For purposes of this document, any reference to participants includes athletes, coaches, umpires, parents and any other required support staff that are essential to the delivery of the competition, training or program.

**PPE** – Personal Protective Equipment – Competition Organizers must provide appropriate PPE to staff managing the temperature monitoring of attendees.

**Quarantine** – Separation of a person or group of people, known or reasonably believed to have been exposed to a communicable disease but are not yet symptomatic, from others who have not yet been exposed, to prevent the possible spread of the communicable disease.

**Social Distancing** – Keeping a minimum of 6 feet of space between yourself and other people outside your immediate household, as well as avoiding congregate settings or concentration of individuals in a single area.
3. DEFINITIONS

Public/Spectators – For purposes of this document, spectators refer to the general public, fans or any individuals who are not directly involved in the competition by way of being a participant, member of the competition staff, service provider, volunteer or other support personnel.

Screening Questionnaire – For purposes of this document, the screening questionnaire are the questions that each participant must answer as part of the screening process to be allowed to participate in the competition, training or program.

Service Providers – For purposes of this document, service providers are those individuals or entities who provide direct services contracted by competition management. These would include but are not limited to vendors, caterers, photographers, videographers and cleaning service personnel.

Symptoms – Symptoms of COVID-19 from CDC include but are not limited to fever or chills, cough, shortness of breath, difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea.

Temperature Monitoring – The non-contact body temperature testing utilizing technology that scans forehead temperature to measure an individual’s body temperature to verify no fever is present. Following the CDC guidance fever is defined as an elevated body temperature of 100.4°F (38°C) or above.

4. MANDATORY REQUIREMENTS FOR COMPETITION & PROGRAM ORGANIZERS

A. GENERAL

USA Field Hockey National, Regional and Sanctioned Events, competitions and programs must operate in accordance with the USA Field Hockey COVID-19 Action Plan. This plan is based on federal, state and local regulations, CDC guidelines and USA Field Hockey recommendations. There may be times when regulations, recommendations and guidelines may differ in these instances the more restrictive regulations should be followed.

Additionally, competition, training and program organizers must implement the USA Field Hockey requirements listed on the following pages and are strongly encouraged to implement all recommended best practices contained in this document or similar practices for mitigating risks related to COVID-19.

USA Field Hockey competition and program organizers must work with state and local governments and public health authorities prior to the start of the competition or program to help determine risks and mitigation measures.
4. MANDATORY REQUIREMENTS FOR COMPETITION & PROGRAM ORGANIZERS

B. AGREEMENTS

- Ensure all participants, including athletes, coaches and umpires provide an updated Participant Waiver and Release of Liability, Assumption of Risk and Indemnity Agreement Membership Form required by USA Field Hockey’s Membership Department as a condition of participation. Current USA Field Hockey Members can do this by logging onto their Membership Account by clicking here.

- Create an Emergency Response Plan (see Appendix B) specific to a COVID-19 incident or outbreak that includes local medical resources and addresses outbreak protocols including medical evaluation, isolation and quarantine, and reporting.
  ◊ Provide training for competition staff, volunteers and umpires regarding procedures and requirements associated with the plan
  ◊ Ensure vendors and service providers are included in the communication about requirements associated with the plan
  ◊ Disseminate a copy of the plan to all applicable competition personnel

- If a COVID-19 incident or outbreak occurs, USA Field Hockey, and all competition staff, service providers, participants and support personnel must be notified

- A minimum of 14 days prior to the start of competition or program inform all participants, umpires and competition or program personnel of protocols and safeguards implemented for their protection against spreading COVID-19.

C. ACCESS

- Require temperature monitoring for competition or program staff, service providers and volunteers once daily prior to entering the competition or program venue. Anyone with a temperature of 100.4°F (38°C) or higher may not enter the venue.

- Anyone who:
  ◊ Exhibits COVID-19 symptoms.
  ◊ Has tested positive for COVID-19 within the last 14 days.
  ◊ Has been in close contact with someone who has tested positive for COVID-19 within the last 14 days cannot enter the competition venue.

*For documentation purposes each participant required to meet access monitoring could also be required to fill out a questionnaire app).

**Exception: Healthcare personnel who have treated patients using appropriate medical grade PPE during the course of performing professional duties are exempt from this restriction.
4. MANDATORY REQUIREMENTS FOR COMPETITION & PROGRAM ORGANIZERS

C. ACCESS

- Require a face mask for all staff, umpires, volunteers, service providers and participants in any setting where proper social distancing is not possible. Competition Organizers must provide face masks to staff that are managing temperature monitoring.

- Inform all competition or program staff, service providers, volunteers and participants if any individual who was present at the competition or program venue tests positive for COVID-19 within 14 days of the conclusion of competition or program, that individual must immediately notify both the Competition Organizer and USA Field Hockey.

- Competition Organizers must notify USA Field Hockey, as well as all competition or program staff, service providers, volunteers and participants if any individual who was present at the competition or program venue tests positive for COVID-19 within 14 days of the conclusion of the competition.

D. SIGNAGE

- Post signage that displays all applicable federal, state and local regulations, requirements and orders as well as CDC guidelines as they relate to mass gatherings and youth sporting events in effect at the competition.

- Post signage throughout the competition or program venue that lists the requirements for social distancing and the use of face masks.

  >> CDC PRINT RESOURCES (URL)

- Post signage at all entrances to the competition or program venue which identifies the symptoms of COVID-19 and states the following:

  ◊ To protect others from possible transmission of the virus, anyone who exhibits COVID-19 symptoms or has been in contact with someone who has tested positive for COVID-19 within the last 14 days (exception, healthcare personnel who have treated patients using appropriate medical-grade PPE during the course of performing professional duties), cannot enter the competition grounds. These individuals are encouraged to contact their health care provider immediately for further medical advice and must obtain documented clearance from their health care provider before entering the venue.

  >> SYMPTOMS OF COVID-19 DISEASE SAMPLE POSTER (PDF)

- Post signage throughout the competition or program venue which includes recommendations about good hygiene along with informing participants about ways to reduce the risk of COVID-19 transmission.

  >> CDC - STOP THE SPREAD OF GERMS (PDF)
3. DEFINITIONS

4. MANDATORY REQUIREMENTS FOR COMPETITION & PROGRAM ORGANIZERS

E. SOCIAL DISTANCING & LIMITING ENTRIES

- All individuals must practice social distancing at all times while at competition and program venues by staying at least 6-feet from any person who is not a member of their immediate household. Individuals should be prepared to wear face masks when there is a possibility of being within 6-feet of other individuals.
- Organize entry and exit to competition and program venue to limit contact between people.
- Restrict competition office access to essential personnel only.
- Limit team registration to one club representative only. All team rosters should be reviewed, and wristbands collected by that one person then distributed to coaches and athletes.
- Athletes and coaches should practice social distancing at all times on sidelines as reasonably possible. It is recommended that face masks be worn on sidelines when social distancing is not able to be maintained. *Exception – social distancing is not required when actively participating on pitch in game.*
- Arrange umpire area to comply with social distancing requirements. It is recommended that face masks be worn when there is a possibility of being within 6-feet of other individuals and social distances are difficult to maintain. *Exception – face masks will not required when actively umpiring a game.*
- Restrict the total number of teams that are at the competition venue. Teams should be restricted to those teams actively participating in the games. Teams scheduled for next game can arrive at venue no more than 45 minutes prior to start of game. Teams just completing game need to leave venue within 45 minutes of completing last game. *Exceptions can be made in outdoor venues when time between games may be shortened and/or if there is enough space at venue for teams to be able to social distance from others.*
- Restrict the use of communal water refill stations. All staff, umpires, volunteers and participants will need to provide own drinking water.

F. ENFORCEMENT

USA Field Hockey or the Competition Organizers and assigned staff members will inform and remind those not in compliance of the regulations and requirements in effect at the competition or program. If continued violations occur, USA Field Hockey or the Competition Organizers have the authority to remove any person who refuses to comply with the regulations and requirements in effect. Competition Organizers shall report any issues with non-compliance to USA Field Hockey with final competition or program reporting.
5. MANDATORY REQUIREMENTS FOR PARTICIPANTS

A. GENERAL

USA Field Hockey National, Regional and Sanctioned Events and programs must operate in accordance with the USA Field Hockey COVID-19 Action Plan. This plan is based on federal, state and local regulations, CDC guidelines and USA Field Hockey recommendations. There may be times when regulations, recommendations and guidelines may differ in these instances the more restrictive regulations should be followed.

Additionally, competition, training and program organizers must implement the USA Field Hockey requirements listed on the following pages and are strongly encouraged to implement all recommended best practices contained in this document or similar practices for mitigating risks related to COVID-19.

USA Field Hockey competition and program organizers must work with state and local governments and public health authorities prior to the start of the competition or program to help determine risks and mitigation measures.

B. WAIVER/RELEASE OF LIABILITY AGREEMENT

Provide an updated Participant Waiver and Release of Liability, Assumption of Risk and Indemnity Agreement Membership Form required by USA Field Hockey’s Membership Department as a condition of participation. Current USA Field Hockey Members can do this by logging onto their Membership Account by clicking here.

C. ACCESS

- Participants are required to self-monitor their temperature once daily. Temperature will be recorded on questionnaire and turned into Competition or Program Organizer staff prior to entering the venue. Anyone with a temperature of 100.4°F (38°C) or higher may not enter the venue.

- Anyone who:
  - Exhibits COVID-19 symptoms.
  - Has tested positive for COVID-19 within the last 14 days.
  - Has been in close contact with someone who has tested positive for COVID-19 within the last 14 days cannot enter the competition venue. Answers to questions will be completed on Participant Questionnaire.

- **Exception – Healthcare personnel who have treated patients using appropriate medical grade PPE during the course of performing professional duties are exempt from this restriction.**
5. MANDATORY REQUIREMENTS FOR PARTICIPANTS

C. ACCESS

- Questionnaire to be filled out each day can be found in Appendix A.
- Participants are required to wear cloth face masks when in any setting where there is a possibility of being within 6-feet of other individuals not from the same household. *Exception – face masks are not required while actively participating on pitch in a game.
- If any participant who was present on the competition or program venue tests positive for COVID-19 within 14 days of the completion of the competition or program, USA Field Hockey and the Competition Organizer must be notified immediately.

D. SOCIAL DISTANCING/ PARTICIPATION PROTOCOLS

- All individuals must practice social distancing at all times while at competition and program venues by staying at least 6-feet from any person who is not a member of their immediate household. Individuals should be prepared to wear face masks when there is a possibility of being within 6-feet of other individuals.
- Wash hands often and adhere to other sanitization practices throughout the day.
- Follow athlete, coach and umpire considerations on USA Field Hockey’s Return to Play Guidelines where applicable.

6. RECOMMENDED BEST PRACTICES

A. GENERAL CONSIDERATIONS

- Limit the number of entrances and exits and/or designated specific entrances and exits to the venue to manage crowding, social distancing and venue limitations.
- Use radio, phone and online communication methods as much as possible. Communicate important information frequently over public address system when possible.
- VIP and other social areas are strongly discouraged unless social distancing requirements can be managed and enforced in accordance with applicable federal, state and local regulations and CDC guidelines.
6. RECOMMENDED BEST PRACTICES

B. CONSIDERATIONS FOR FACILITIES, STAFF, ATHLETIC TRAINERS, VOLUNTEERS

• Cleaning/Sanitizing:
  ◊ Provide hand sanitization stations with soap and water or alcohol-based hand sanitizer at each technical table by each pitch.
  ◊ Provide hand sanitizer in Competition Organizer information area, umpire area and in athletic training areas.
  ◊ Frequently sanitize surfaces touched by many, technical table, training tables, door handles to office, etc.
  ◊ Ensure frequent cleaning and sanitizing of bathrooms, provide soap and water or alcohol-based hand sanitizers in bathrooms.
  ◊ Prohibit the use of public water fountains and shared water coolers
  ◊ If a shared water cooler is used, it will need to be maintained by a staff member with frequent spout cleaning. It is recommended that Competition Organizers communicate the need for participants to provide own drinking water.
  ◊ Provide bucket at each technical table with disinfecting solution to place game balls into between games.
  ◊ Place sanitizing spray in team bench area.

• Competition team check-in:
  ◊ Recommend one contact person from each club or team to receive communication from Competition Organizer to eliminate large gatherings around competition office or information booth.
  ◊ Require rosters submissions to be completed prior to team check-in to limit the amount of time team contact needs to be present at the check-in office.
  ◊ Install clear plastic, glass or other type of protective shield/barrier in front of office staff.
  ◊ Provide hand sanitizer at check-in tables
  ◊ Provide markers to delineate 6-feet spacing between people waiting in check in lines.
  ◊ Establish designated timeframes to arrive for check-in. For example, club names beginning with A to E to arrive for check-in during a certain time, etc.
  ◊ Utilize online registration and roster verification as much as possible.

• Service Providers & Vendors:
  ◊ Advise service providers and vendors to take precautions in accordance with this document and federal, state, local and facility regulations and CDC guidelines.
  ◊ For onsite food service, consider requesting provision of pre-packaged food only.
6. RECOMMENDED BEST PRACTICES

C. COMPETITION PITCH & VENUE SEATING AREA

- Restrict access to the competition pitch to only athletes, coaches, umpires and staff needed.
- Designate areas for each athlete to place personal belongings in team bench area or encourage athletes to bring limited items to team bench area and keep items spaced appropriately to maintain social distancing.
- Allow enough time between games for teams to sanitize team bench area upon vacating space. Teams should wipe down bench and other frequently touched areas. All items should be removed from bench area including empty water bottles.
- Game balls should be placed in sanitization buckets on the technical tables.
- Encourage waiting teams to allow previous team to fully vacate the bench area before entering to manage crowding to help maintain social distancing.
- Mark off spectator seating areas to encourage appropriate social distancing and spacing. Those in immediate families can sit together.
- Use technology for competition results to reduce congregating around results boards.
- Consider using technology for information transfer to mitigate the risk of virus spread by the manual transfer of paper (i.e. results cards, score sheets, etc.)
- Create a method of giving ribbons and trophies that reduces or eliminates hand to hand contact.

7. ADDITIONAL RESOURCES

USA Field Hockey Coronavirus Updates
USA Field Hockey’s Return to Play Guidelines
FIH Safety Guidelines

CDC Resources:
- Centers for Disease Control and Prevention (CDC)
- Symptoms of Coronavirus and Treatment Resources
- Resources for Large Community Events and Mass Gatherings
- Consideration for Youth Sports
7. ADDITIONAL RESOURCES

Print Resources:

- >> SYMPTOMS OF COVID-19 DISEASE POSTER (PDF)
- >> WHAT YOU SHOULD KNOW ABOUT COVID-19 POSTER (PDF)
- >> STOP THE SPREAD OF GERMS POSTER (PDF)
- >> STOP: STAY AT HOME WHEN YOU ARE SICK POSTER (PDF)
- >> SHARE FACTS ABOUT COVID-19 POSTER (PDF)

Audio Resources:

- >> PUBLIC SERVICE ANNOUNCEMENT SAMPLES
  *For use by Competition Organizers

United States Olympic & Paralympic Committee:

- USOPC Sports Event Planning Considerations Post COVID-19
- USOPC Return to Training Considerations Post COVID-19

Husch Blackwell:

- State-by-State COVID-19 Resources
Appendix A - Participant Questionnaire

Staff & Participant Questionnaire:
*Participants include athletes, coaches, umpires, parents and any other required support staff that are essential to the delivery of the competition, training or program.*

Name: ___________________________________________  Date: ______________________

Competition: _________________________________________________________________

- Temperature: __________ °F
- I have tested positive for COVID-19 in the past 14 days: Yes _______ No _______
- I have been in close contact with someone who has tested positive or is confirmed to have COVID-19 within the last 14 days: Yes _______ No _______
- Experiencing symptoms of COVID-19
  - Fever/Chills: Yes _____ No _____
  - Cough: Yes _____ No _____
  - Sore Throat: Yes _____ No _____
  - Short of Breath: Yes _____ No _____
  - Loss of Taste/Smell: Yes _____ No _____
  - Nausea/Vomiting: Yes _____ No _____
  - Fatigue: Yes _____ No _____
  - Congestion/Runny Nose: Yes _____ No _____
  - Muscle or Body aches: Yes _____ No _____

*If any responses are “Yes” the participant will not be allowed to enter the competition or program venue.*

Close contact refers to being within 6-feet for more than 10 consecutive minutes without PPE equipment.

___________________________________________  ____________________________
PARTICIPANT SIGNATURE  DATE

___________________________________________  ____________________________
PARENT/GUARDIAN SIGNATURE  DATE
Appendix B - COVID-19 Emergency Response Plan

Considerations

This document has been designed to provide general guidelines for managing incidents in the event a COVID-19 related situation occurs at a USA Field Hockey National, Regional or Sanctioned Event, competition or program. USA Field Hockey event organizers should have comprehensive protocols in place to address a suspected COVID-19 situation. The considerations in this document can be useful in developing procedures that meet state and local public health authority regulations. The following information is generic in nature and may not apply to every USA Field Hockey National, Regional or Sanctioned Event, competition or program.

Every Competition Organizer is recommended to create a COVID-19 Emergency Response Plan for each USA Field Hockey National, Regional or Sanctioned Event, competition or program, to address any suspected COVID-19 situations. This plan should include local medical resources and address COVID-19 protocols that may be required by state and local public health agencies, including isolation, quarantine and reporting. Competition Organizers should be prepared to train competition or program staff regarding the procedures and requirements associated with the COVID-19 Emergency Response Plan.

These COVID-19 Emergency Response Plan considerations are for competition and program organizers to use in developing a plan to address concerns around COVID-19 situations before, during and after the competition or program ends. Competition Organizers should be in contact with the County Health Department where the competition or program is being held to learn the necessary local protocols that address individual facility or operational circumstances. Competition Organizers should work with the local and/or state officials to create a customized plan tailored specifically for your competition or program.

Suggested Inclusions

Emergency Personnel Names and Phone Numbers: Develop a list of emergency personnel names, role or title, and contact numbers to be shared with competition staff. Minimally include the following: fire department, paramedics, ambulance, police, competition manager and the safety coordinator/COVID-19 compliance and resource officer.

COVID-19 Compliance/Resource Officer: Each competition or program organizer should appoint a specific COVID-19 Compliance/Resource Officer to oversee all COVID-19 related issues before and during a competition or program. Responsibilities would include:

- Formulating a venue plan to be compliant with the USA Field Hockey COVID-19 Action Plan.
- Monitor activities to ensure compliance with social distancing and face covering requirements.
- Educate those not in compliance of event protocols.
- Interact with local health authorities to understand and implement their COVID-19 policies including reporting and contact tracing assistance as necessary.
- Ensure adequate signage throughout the venue
- Evaluate and ensure adequate hygiene materials are available in common areas and washroom facilities throughout the venue.
- Ensure an isolation area is prepared and available.
- Monitor entry screening personnel and process.

continued on page 16
Operational Areas to Consider in Advance:

- If an individual is unable to comply with Section 4C and 5C of the USA Field Hockey COVID-19 Action Plan, competition management should document and determine who the individual should notify.
- How will competition management handle the above information? At what point will competition management inform those present at the facility? How will the information be disseminated?

  ◊ The USA Field Hockey COVID-19 Action Plan requires management to inform all competition staff, service providers, participants and vendors if any person at the venue tests positive for COVID-19 within 14 days of the conclusion of the event.
  ◊ Other specific requirements around communication concerning a potential COVID-19 situation are guided by state, local or venue protocols.

- The COVID-19 Compliance/Resource Officer should be responsible for documenting the situation concerning any potential individual who is unable to comply with the access requirements. He/she would additionally be responsible for isolation, transport if needed, and reporting requirements as set forth by the venue, local and state health authorities.

Training needed for the Emergency Response actions: It is highly suggested that training occur prior to the start of the competition or program with all staff, umpires, athletic trainers and volunteers so all are aware of the Emergency Response Plan. The format of the training may be in the form of documents provided to the individuals, in-person or remote meetings, or pre-recorded videos.

Communication: Identify everyone in your chain of communication and establish systems for sharing information with them. Maintain up-to-date contact information for everyone in the chain of communication. Identify platforms, such as a hotline, automated text messaging, social media and/or a website to help disseminate information. Update key community partners and stakeholders regularly. Share information about how the COVID-19 Compliance/Resource Officer is responding to the suspected COVID-19 situation at the competition or program.

Determine Steps that Will be Taken When Addressing a Medical Situation Related to COVID-19

Access to Competition or Program Venue Denied: All staff, athletes, coaches, umpires, vendors, volunteers and attendees at the competition or program venue must meet the temperature and questionnaire requirements in section 4C and 5C of the USA Field Hockey COVID-19 Action Plan to be admitted to the competition or program venue. Anyone having a temperature above 100.4°F (38°C) or answers yes to any question on the questionnaire must be denied access.

Determine a Procedure for the Following:

- **Removal of Symptomatic Participant** – Any person suspected to have COVID-19 or similar symptoms needs to be quickly removed from the venue (or isolated on-site until they can arrange transportation) to avoid further contact with other individuals.
- **Isolation Area** – If an individual at the venue is displaying symptoms or has a temperature of 100.4°F (38°C) or higher and is unable to travel independently and immediately away from the venue, the individual must be asked to remain in an isolation area away from others until private transportation can be organized.
• **Isolation Area Cleaning Protocol** – In the event an isolation area is needed, a cleaning and disinfecting protocol in compliance with any facility or local public health requirements will need to be established.

It is recommended post competition or event to meet with the COVID-19 Compliance/Resource Officer to identify areas for refinement or improvement. Gathering feedback from competition or program staff, service providers, volunteers, umpires and athletic trainers can be a good way to identify any gaps in the plan and any needs for additional resources or improvements.