



COVID-19 Hazard Analysis and PPE Assessment

Updated January 7, 2022 by Middlebury Environmental Health and Safety Office

This document provides a hazard analysis and PPE assessment for **employees who may have exposure to individuals with suspected or confirmed COVID-19.**

- When respiratory protection (N95 or PAPR) is **required**, employees must be enrolled in Middlebury’s Respiratory Protection Program per [OSHA 29 CFR 1910.134](#).
- When respiratory protection use is **voluntary**, employees must be provided training on voluntary use of N95 respirators.
- For other employees, general information about COVID-19 safety is found in the [Working on Campus](#) portion of [Middlebury’s Campus Guide](#).

Description of Job Task	Employees Involved and Expected Location(s)	Exposure Control Measures	Personal Protective Equipment (PPE)
Providing direct care to students with suspected or confirmed COVID-19	Health Services Possible locations: - Health Services - Isolation and quarantine housing - Residential locations where students are recovering in place	Refer to Health Services protocols	N95 respirator or PAPR (PAPR recommended for aerosol generating procedures ¹) Gloves Isolation gown Face shield
Symptomatic testing for students with suspected COVID-19	Health Services Testing center staff Possible locations: - Health Services - Virtue symptomatic testing center	Physical distancing Plexiglass barriers at check-in stations Ventilation Required PPE for employees	Check-in and support staff: Voluntary use of N95 respirators or well-fitted face coverings that meet CDC guidance Medical observers: N95 respirator Gloves Isolation gown Face shield
Responding to medical emergency involving COVID-19 positive student	Public Safety Student Affairs Possible locations: - Isolation and quarantine housing - Residential locations where students are recovering in place	Required PPE	N95 respirator or PAPR (PAPR recommended for aerosol generating procedures ¹) Gloves Isolation gown Face shield



Description of Job Task	Employees Involved and Expected Location(s)	Exposure Control Measures	Personal Protective Equipment (PPE)
<p>Providing services or performing work in a location with possible exposure² to students with COVID-19</p>	<p>Public Safety Student Affairs Custodial Services Facilities Services Dining delivery team Other support staff or visitors (contractors, emergency services) who enter residential buildings</p> <p>Possible locations: - Isolation and quarantine housing - Residential locations where students are recovering in place</p>	<p>Department protocols must minimize contact between students and employees</p> <p>Examples: postpone non-essential work, schedule when student is not present, close/limit access to areas where work is performed.</p>	<p>When department exposure controls measures are adequate to reduce exposure: Voluntary use of N95 respirators or well-fitted face coverings that meet CDC guidance</p> <p>When exposure² to students with COVID-19 cannot be avoided, use required PPE: N95 respirator or PAPR</p> <p>Other PPE may be added based on specific task: Gloves Isolation gown Face shield</p>
<p>Providing transportation for COVID-19 positive student NOTE: Students required to wear a well-fitted face covering at all times during transport</p>	<p>Public Safety staff or other staff assigned as transport drivers</p> <p>Possible locations: College vehicles</p>	<p>Strict physical distancing of six feet and vehicle windows open at least two inches</p>	<p>If exposure control methods are adequate: - Voluntary use of N95 respirators or well-fitted face coverings that meet CDC guidance</p> <p>If six foot distancing cannot be maintained and vehicle windows are not open: - Required PPE: N95 respirator</p>

¹For aerosol generating procedures (AGPs) performed on a person with suspected or confirmed COVID-19, OSHA encourages employers to select elastomeric respirators or PAPRs instead of filtering facepiece respirators.

²[OSHA defines “exposure”](#) as “close proximity, which includes being within 6 feet of or in the same room as a person with suspected or confirmed COVID-19”. Staff performing brief tasks that do not include any exposure to COVID-19 positive students, such as delivery of meals or other items to students who are isolating, would not be required to wear respiratory PPE.