

STATE OF NEVADA

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DEPARTMENT OF BUSINESS AND INDUSTRY  
DIVISION OF INDUSTRIAL RELATIONS  
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

November 12, 2020

Safety Consultant/Risk Management  
TRUCKEE MEADOWS COMMUNITY COLLEGE  
7000 Dandini Blvd  
Reno, NV 89512

Ref: UPA No: 1685903

Dear Sir or Madam:

On Nov 10, 2020, the Occupational Safety and Health Administration (OSHA), received a notice of safety and/or health hazards at your worksite at 7000 Dandini Blvd, Reno, NV 89512.

The specific nature of the alleged hazard is as follows:

**On November 9, 2020, one employee was admitted to Renown South Meadows Medical Center in Reno, NV after exhibiting low oxygen levels and testing COVID-19 positive. The employee contracted the virus while at work after a close interaction with another employee who was also confirmed COVID-19 positive.**

We have not determined whether the hazards, as alleged, exist at your workplace; and we do not intend to conduct an inspection at this time. However, since allegations of violations have been made, you are requested to investigate the alleged conditions and make any necessary corrections or modifications. **Please advise me in writing of the results of your investigation by Nov 20, 2020.** Please provide any supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including photographs of the corrected condition.

The complainant involved has been advised of this preliminary response to the complaint of hazards and has been furnished a copy of this letter. NRS 618.445, provides protection for employees against discrimination because of their involvement in protected safety and health related activity. This letter is not a citation or a notification of proposed penalty which, according to the OSHA Act, may be issued only after an inspection or investigation of the workplace. **If we do not receive a response from you by Nov 20, 2020 to notify indicating that appropriate action has been taken or that no hazard exists and why, an inspection may be conducted.**

Please note, however, that OSHA selects for inspection a random sample of cases where we have received letters in which employees have indicated satisfactory corrective action. This policy has been established to ensure that employers have actually taken the action asserted in their letters.

Finally, any action taken by you in this matter will not automatically remove your workplace from the

possibility of an unannounced inspection by duly authorized representatives of OSHA in accordance with routine scheduling procedures currently in effect.

In addition to its function of inspecting workplaces, the OSHA District Offices has been expanded to become full service resource center, offering a wide range of safety and health related services in response to the needs of the working public, both employers and employees. These services include training and education, consultation, voluntary compliance programs and assistance in correcting hazards.

The State of Nevada offers consultation services, without charge, to assist in resolving all occupational safety and health issues. However, the variety of services available or the scheduling of those services may be limited by the consultation project's requirement to give priority to small businesses in high hazard industries and by its backlog. To discuss or request the services, call or write your State consultation services at the following addresses based on your location:

Safety Consultation and Training Section – North District  
4600 Kietzke Lane, Suite E-144, Reno, NV 89502  
(775) 688-3730

Safety Consultation and Training Section – South District  
3360 West Sahara Avenue, Suite 100, Las Vegas, NV 89102  
(702) 486-9140

You are requested to post a copy of this letter and your response to it where it will be readily accessible for review by all of your employees.

Nevada Revised Statute 618.445 of the Nevada OSHA Act provides protection for employees against discrimination because of their involvement in protected safety and health related activity. The employee(s) has been notified that if they believe they are being treated differently or action is being taken against them because of their safety and health activity, they may file a complaint with Nevada OSHA. They should file the complaint as soon as possible, since OSHA normally can accept only those complaints filed within 30 days of the alleged discrimination action.

If you have any questions concerning this matter, please contact the District Office at the address within this letter. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,



Jacob LaFrance  
District Manager

**LAS VEGAS**  
3360 West Sahara Avenue  
Suite 200  
Las Vegas, NV 89102  
(702) 486-9020

**RENO**  
4600 Kietzke Lane,  
Building F-153  
Reno, NV 89502  
(775) 688-3700

November 18, 2020  
UPA 1685903  
Truckee Meadows Community College, Office of Environmental, Health and Safety  
Benjamin Davis  
[bendavis@tmcc.edu](mailto:bendavis@tmcc.edu)  
(775) 800-3462

When the College decided to cease in-person activities on all campuses and sites pending NSHE (Nevada System of Higher Education) and State guidance on March 18<sup>th</sup>, 2020 to help minimize the risk of disease transmission from SARS-CoV-2, the virus that causes COVID-19, the site Leadership Team promulgated the Crisis Management Team to begin implementing the response phase, and plan the recovery phase, of the global pandemic.

Following guidance from the CDC, the State of Nevada, and Washoe County Health District, the College began to reopen on a limited basis to accommodate those programs in which practicum and in-person activities were an integral piece of the curriculum e.g. nursing, CNA, dental programs. As part of resuming limited in-person academics, Facilities Services, considered essential to College operations, were scheduled to return in a limited and staggered capacity to ensure critical operations and equipment were maintained.

One important piece of safely allowing faculty, staff, and students to return was training on updated COVID-19 safety risk reduction, protocols, and procedures. The training consisted of a narrated 4-section online training via the Canvas Learning Management System, assigned to all faculty, staff and students.

A quiz is given and score recorded at the completion of each module. An important part of quiz #1 are the [Reentry and Certification Guidelines](#). This certification reviews and asks the user to certify they have read, and understand the guidelines, and also understand they are responsible for helping to minimize the risks associated with the spread of COVID-19, and the responsibility of the employee to monitor their own health, and their own lifestyle choices, as to not bring the disease to campus. (ref-1)

#### Additional Information

The following show additional information regarding the risk reduction measures and communications the College has implemented. (ref-2)

#### Corrective / Preventative Actions

Human behavior / complacency is a contributing factor to the sting of incidents that took place. Our employees are asked to monitor their health, and do a self-assessment of their health daily. Since this occurred, we have asked our leads and supervisors to play a more integrated role in assisting our field level employees to conduct a daily check using a COVID-19 screening tool from the Nevada Health Response (ref-3).

Communications are shared with the entire campus community on an at least weekly basis regarding ongoing trends in the COVID-19 pandemic including recommendations and risk reduction measures.

The College has also adopted as a preventative measure the application of BioProtect 90-day viral protection which severely limits the risk of hard-surface contamination / exposure to viruses. When we are informed of a positive case with-in a reasonable amount of time, the College contracts PestMaster Services for total decontamination services. Our staff also regularly use a Clorox-360 electrostatic disinfection system to disinfect high use areas.

References (can be obtained from the EH&S Office):

Ref-1:

- *Canvas LMS Dashboard showing employee and student modules*
- *Quiz/certification questions and reentry guidelines*

Ref-2:

- *Typical signage located at each entrance. This is Entrance #2 to the Red Mountain Building / Café Verde*
- *Additional limited access signage*
- *Typical sanitization station set up at each entrance*
- *Sanitization station / classroom cleaning procedure*
- *Café Verde signage*
- *Café Verde table signage*
- *Café Verde table distancing 1 and 2*

Ref-3:

- *NV Health Response Employee Screening example*