

Return to On-Site Work

Summary of Principles



Summary of Principles for NASA Langley's Return to On-Site Work in Stages 2-4

As we work to fulfill the NASA mission, we take seriously the need to put the health and safety of our workforce at the forefront. Our “culture of caring” emphasizes that each of us must take responsibility to ensure that our actions contribute to an overall environment that puts health and safety first. We are mindful that a return to on-site work carries risks. However, working together, we can ensure that everyone has the information necessary to make informed decisions and minimize the risks associated with COVID-19 or any other infectious disease.

Our planning for on-site work emphasizes the following guiding principles:

- The health and safety of our entire workforce is our primary focus.
- Our planning and guidance are based on information and best practices from authoritative sources, such as the Centers for Disease Control and Prevention (CDC), departments of health, and federal, state, and local government guidelines.
- There will be some clear requirements to which employees will be expected to adhere along with additional general guidance designed to **minimize** risk.
- Individual conversations are key to balancing risks with individual needs and comfort levels. Supervisors will need to work closely with employees to make specific decisions about their workplaces and day-to-day operations.
- Everyone must take responsibility to read center and agency communications, adhere to the guidance, raise concerns, and make informed decisions.
- We will take a methodical phased approach to increasing more on-site work, taking care to ensure that appropriate measures are in place before beginning on-site work.
- We will adjust appropriately as more information becomes available, as more people return to the center, and as we evaluate how things are working.

Additional Guidance:

- All Stage transition decisions, health and safety measures, and the approval process for restarting projects will align with federal, state, agency, and local guidance, with the most restrictive guidance taking precedence.
- The implementation of mission essential and mission critical work will be coordinated with the NASA Mission Directorates.
- Stage 3 operations will continue to use a mandatory telework framework with the exception of mission critical activities that have been assessed and approved.
- Safety and health measures will strongly emphasize the assumption that anyone could be an asymptomatic carrier of the COVID-19 virus.
- Safety and health measures will emphasize cleaning, social distancing, face coverings, and personal protective equipment where required.
- When confirmed or presumed positive test cases occur on center, we will follow procedures for contact tracing, quarantining, and disinfecting procedures to prevent further spread.
- The guidance applies both to civil service and contractor employees. Contractors will provide contract specific return-to-site instructions directly to their employees. Alignment of contractors' return-to-site instructions will be managed through Langley contracting officers or contracting officer's representatives.