

Reliable COVID-19 Resources for Small Business Owners & Employees



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HEALTH



THE UNIVERSITY OF ARIZONA
Mel & Enid Zuckerman
College of Public Health

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COVID-19 Information and Updates

Have you wondered where to get reliable information about COVID-19 that will help make decisions about your business practices?

This webinar will help you identify local and national sources that provide up-to-date information on COVID-19 and supportive resources in Arizona and your own community

Frequently Asked Questions - Pima County Guidance for Businesses:

As businesses open, what happens to staff who cannot return to work due to health or living conditions. Will they lose employment?

The sick and leave time policies of employers will vary widely from business to business. The State of Arizona does have some laws that set a minimum standard for earned paid sick time. Employees should talk with their employer as soon as a challenge to returning to work is identified.

[AZ Industrial Commission Webpage](#)

If a business reopens, but employees choose to voluntarily stay home do they still qualify for unemployment?

Understanding unemployment eligibility can be complicated. Many of the eligibility, time, and other requirements have been changed in order to allow more people to become and stay eligible. There are also federal benefits that are being administered through the State of Arizona that expand eligibility specifically to those affected by COVID-19. The Pandemic Unemployment Assistance benefit may provide expanded eligibility not traditionally offered as part of unemployment benefits.

[Pandemic Unemployment Assistance](#)

Frequently Asked Questions (cont.)

Can people be denied entry or prevented from working if the establishment has listed use of face masks as a requirement? Isn't this a HIPAA violation?

There is nothing in the Health Insurance Portability and Accountability Act (HIPAA) that pertains to the matter of preventing access to an establishment. HIPAA laws are specific to the privacy and protection of medical records and other potentially identifying health information that is provided to various health care entities.

Will Pima County issue any type of guidance/recommendation for businesses to fall back on if/when guests/patrons refuse to comply with the new standards set forth by the establishment?

Businesses may reference the [May 21 Proclamation](#) adopted by the Pima County Board of Supervisors which calls for minimum public health safety standards for operation during the COVID-19 pandemic.

COVID-19 Community Transmission and Health Information Resources



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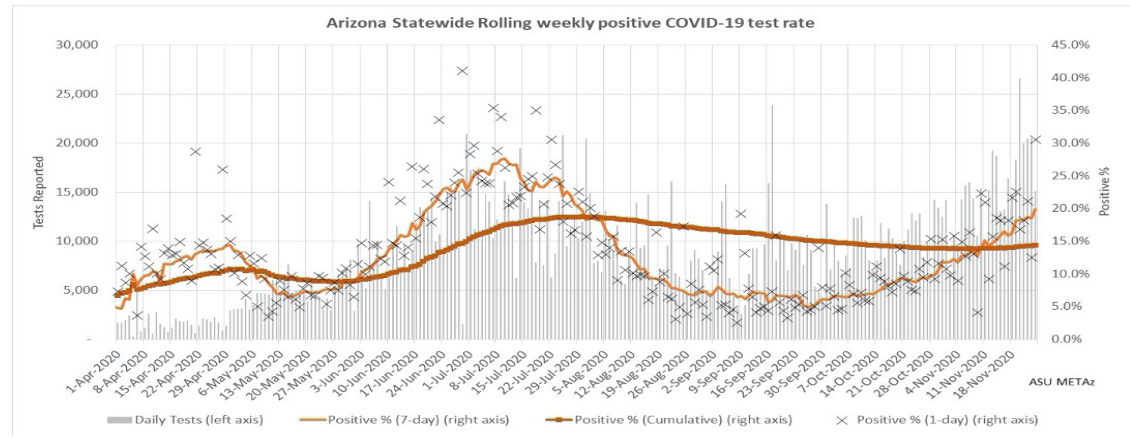
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Critical Covid-19 Trends

- Site shows continually updated graphs of COVID-19 in Arizona by ASU Biodesign Institute
- Site also Provides continually updated Arizona metrics such as cumulative cases, Daily tests and Daily Positives
- [More info click here](#)



Pima County COVID-19 Hotline:

COVID-19 Hotline

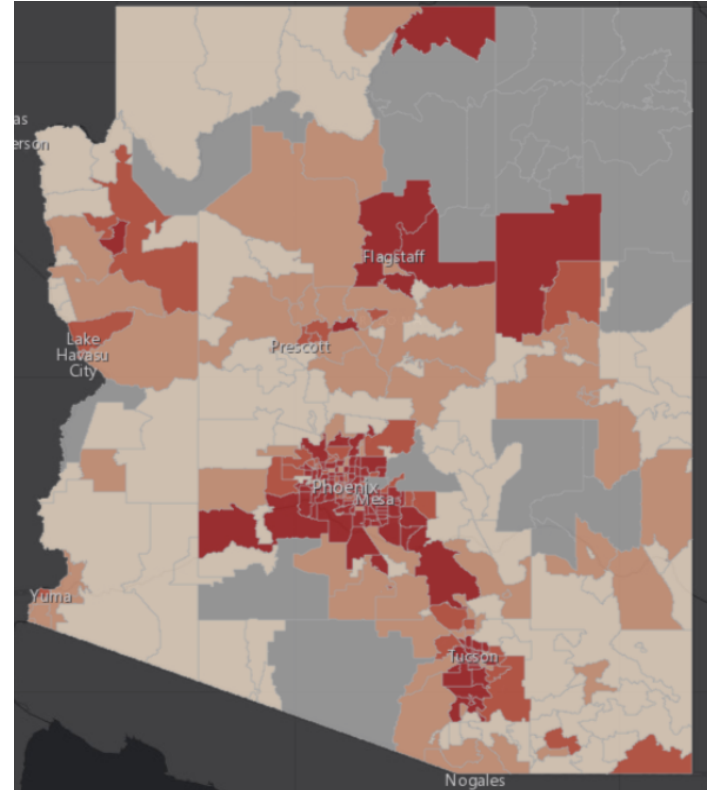
For general information about COVID-19, including news, testing, prevention, and cleaning guidelines, call **2-1-1** from 8 a.m. - 8 p.m. daily.

People who have questions about their symptoms can call the Pima County COVID-19 hotline, **1-844-542-8201**, anytime.



Pima County COVID-19 Data Dashboard

- Includes COVID-19 prevalence for each county in Arizona and by specific zip code
- Zip codes ranked by highest cases or highest deaths
- Cases and Deaths by Gender
- Cases and Deaths by Age Group
- Cases and deaths by Race/Ethnicity
- Cumulative cases and deaths
- Date showing when the information on the dashboard was last updated
- Links to ADHS dashboards
- Access dashboard [here](#)



Pima County Website Progress Report

- Has latest news and information on COVID-19 in Pima County
- The Progress Report is used to make COVID-19 recommendations for businesses
- Includes:
 - Disease data
 - Healthcare system availability
 - Public Health tracking and prevention

[Click here to visit website](#)

Disease Data

[Español](#)

Tracking information about cases and deaths helps us understand changes to the activity of COVID-19 in Pima County. These measures may indicate when COVID-19 spread is slowing in the community – whether naturally or as a result of the actions being taken to prevent the spread of the disease.

In order to ensure that the data used to inform this report is as complete as possible while still being timely, disease data below reflects the weekly data for two weeks in the past from the last "as of" date noted above.

	Criteria not met	Progress	Criteria met
Cases over two consecutive weeks (with complete reporting of cases)			
Percent Positivity			
COVID-19 like illness			

Healthcare System Availability

Understanding our healthcare system's ability to identify new cases of COVID-19 AND the ability of healthcare facilities to safely and responsibly provide care for patients should a surge in COVID-19 cases occur is important. Our healthcare system's capacity to provide testing for anyone with symptoms, care to patients, and Personal Protective Equipment (PPE) makes it possible for our community to respond to future cases of COVID-19.

	Criteria not met	Progress	Criteria met
Lab Testing Availability and Utilization			
Adequate hospital bed capacity to care for 2X the current COVID cases (+ surge) – Statewide			
Sufficient Personal Protective Equipment (PPE) for Emergency Responders			

Public Health Tracking and Prevention

This set of tracking points helps us understand the capacity of our local public health system's ability to quickly identify, investigate, and conduct surveillance of new cases and outbreaks of COVID-19 in our community and provide appropriate follow-up care to hospitalized patients.

	Criteria not met	Progress	Criteria met
Timely case investigation			
Testing of symptomatic contacts within 48 hours			
Facilities/support for patients who can't be discharged home – Statewide			

Pima County Website Information

More information on the Pima County website includes resources to:

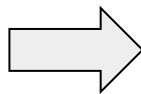
- Protect your health
- Get tested
- What to do if you are sick or exposed
- Information for businesses and workers
- Data and statistics
- Mental Health
- Information is also available in Spanish



Pima County Website (Businesses & Workers)

The Business & Workers tab includes:

- Business guidance resources from the state of Arizona and Pima County.
- Other general resources for businesses.
 - Worker safety and support
 - Guidance for Business Reopening



Business and Workers

[Español](#)

State of Arizona Guidance for Businesses
[Latest Updates from Arizona Department of Health Services](#)
[Governor Ducey's Executive Orders](#)

Pima County Board of Supervisors Resolutions
[June 19, 2020 - Requiring Persons to Wear Face Coverings When They are in Public Places](#)
[May 21, 2020 - Temporary COVID-19 Minimum Health Standards for Businesses](#)

Restaurant Resources
[Public Health Guidance for Board of Supervisors Resolutions](#)
[State of Arizona Guidance for reopening](#)
[CDC Considerations for Restaurants and Bars](#)

Aquatic Facility Resources
[Guidance for reopening pools, spas, and splash pads](#)
[Gov. Ducey's Order Shutting Bars, Indoor Gyms, and Fitness Centers](#)
[Public Health Guidance for Board of Supervisors Resolutions](#)

Lodging Resources
[Best practices for hotels & lodging facilities](#)

General Resources
[Worker Safety and Support](#)
[Resuming Business Toolkit](#)
[Pima County Back To Business](#)
[Pima Works - Employment Assistance](#)
[CDC's Frequently Asked Questions for Businesses](#)
[What to do if you think you or an employee have COVID-19](#)
[CDC's Interim Guidance for Businesses Reopening During COVID-19](#)
[Arizona Requirements for Businesses as per Executive Order 2020-40](#)

Arizona Department of Health Services (ADHS)

- Arizona Department of Health Services, provides information regarding COVID-19 (SARS-Cov-2) including:
 - Symptoms and complications
 - How it spreads
 - Community spread
 - Number of cases reported in the United States
 - Contact tracing information
 - Travel information
 - Medical information
 - Recommendations for pets
 - Access website [here](#)



Arizona Department of Health Services (ADHS)

The ADHS website provides a map of Arizona that allows you to see up-to-date information regarding

- The number of cases
- Number of deaths
- Number of COVID-19 tests
- Number of New Cases reported today
- Number of New Deaths reported today
- Number of New Tests reported today
- Rate of cases, per 100,000 population
- Rate of fatalities, per 100,000 population
- Total percent positive
- [Visit the map here](#)



ARIZONA DEPARTMENT OF HEALTH SERVICES
Health and Wellness for All Arizonans

Arizona Department of Health Services

More information available on the ADHS website includes



Confirmed COVID-19
Cases by Day



Hospitalization



Hospital COVID-like
& Influenza-like
Illness Surveillance



Laboratory Testing



Congregate Settings with Positive
COVID-19 Cases




Hospital Bed Usage & Availability





Ventilator Usage & Availability




Hospital COVID-19 Specific Metrics

 **Data Dashboard**

 **Tablero de datos en Español**

 **Schools Dashboard**

 **Businesses Dashboard**

COVID-19 Forecast Model Reports

- Created by Dr. Joe Gerald from the University of Arizona
- Presents weekly updates on COVID-19 trends in AZ and Pima County from state data
- Gives hospital bed occupancy levels for Pima Co hospitals
- Provides outlook for how COVID-19 transmission will likely progress (improving or worsening) at state and county level based on current conditions
- [Access the model here](#)

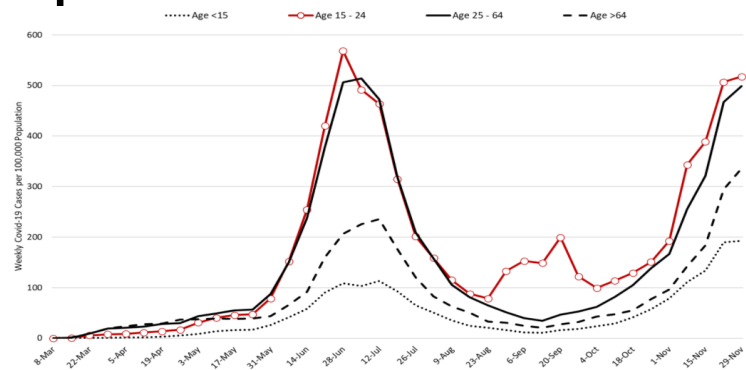


Figure 2. Newly Diagnosed Covid-19 Cases in Arizona by Age Group March 1 through November 29.

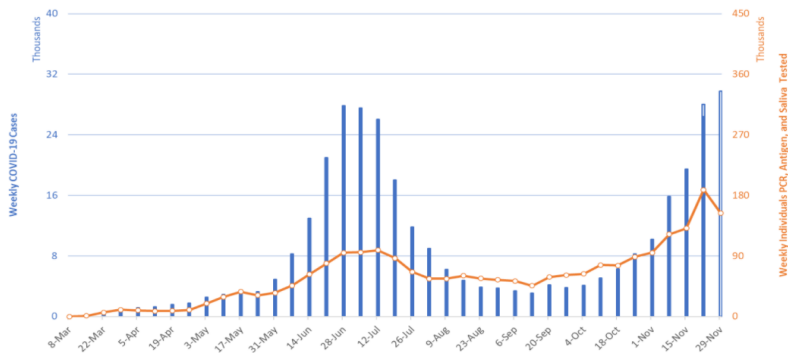
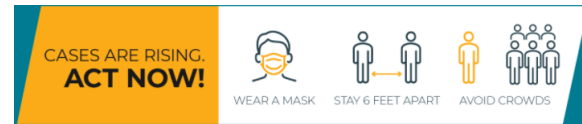


Figure 1. Newly Diagnosed Covid-19 Cases in Arizona and Number of Individuals Undergoing Covid-19 Diagnostic Testing March 1 through November 29.

Centers for Disease Control & Prevention (CDC)



The CDC homepage currently provides up to date information relating to COVID-19 about:

- [Your Health](#)
 - People at increased risk
 - How it spreads
 - Travel
- [Community, Work & School](#)
 - Shared housing
 - Cleaning and disinfecting
 - Schools & Childcare
- [Healthcare Workers & Labs](#)
 - Testing
 - Infection control
 - Resources for testing
- [Health Departments](#)
 - Contact Tracing
 - Infection control
 - Community mitigation
- [Cases & Data](#)
 - Cases and Deaths (In US and by County)
 - Testing Data in the US
 - Forecasting
- [More](#)
 - Communication resources
 - Global COVID-19
 - Science and research

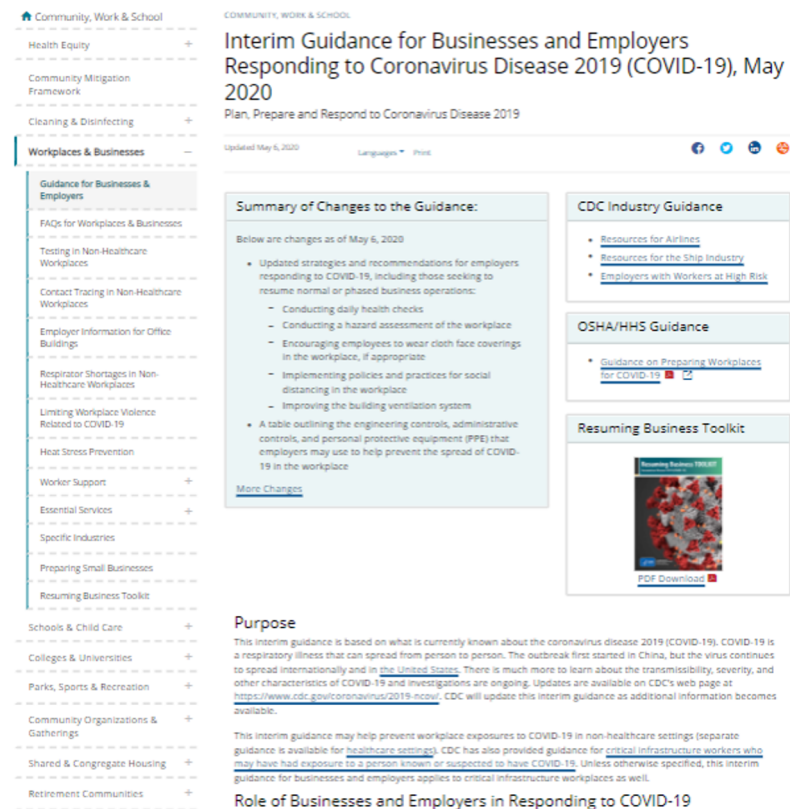
Centers for Disease Control Prevention Guidance for Businesses

Provides guidance for Businesses & Employers on keeping the workplace safe during COVID-19.

Other information on this website includes:

- Includes engineering and administrative controls for the workplace
- Resources for different work places
- Links to other useful websites such as EPA

Available [here](#) and in [Spanish](#).



Community, Work & School

Health Equity +

Community Mitigation Framework

Cleaning & Disinfecting +

Workplaces & Businesses -

Guidance for Businesses & Employers

FAQs for Workplaces & Businesses

Testing in Non-Healthcare Workplaces

Contact Tracing in Non-Healthcare Workplaces

Employer Information for Office Buildings

Respirator Shortages in Non-Healthcare Workplaces

Limiting Workplace Violence Related to COVID-19

Heat Stress Prevention

Worker Support +

Essential Services +

Specific Industries

Preparing Small Businesses

Resuming Business Toolkit

Schools & Child Care +

Colleges & Universities +

Parks, Sports & Recreation +

Community Organizations & Gatherings +

Shared & Congregate Housing +

Retirement Communities +

COMMUNITY, WORK & SCHOOL

Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19), May 2020

Plan, Prepare and Respond to Coronavirus Disease 2019

Updated May 6, 2020 Languages Print

Summary of Changes to the Guidance:

Below are changes as of May 6, 2020

- Updated strategies and recommendations for employers responding to COVID-19, including those seeking to resume normal or phased business operations:
 - Conducting daily health checks
 - Conducting a hazard assessment of the workplace
 - Encouraging employees to wear cloth face coverings in the workplace, if appropriate
 - Implementing policies and practices for social distancing in the workplace
 - Improving the building ventilation system
- A table outlining the engineering controls, administrative controls, and personal protective equipment (PPE) that employers may use to help prevent the spread of COVID-19 in the workplace

[More Changes](#)

CDC Industry Guidance

- [Resources for Airlines](#)
- [Resources for the Ship Industry](#)
- [Employers with Workers at High Risk](#)

OSHA/HHS Guidance

- [Guidance on Preparing Workplaces for COVID-19](#)

Resuming Business Toolkit

[Download](#)

Purpose

This interim guidance is based on what is currently known about the coronavirus disease 2019 (COVID-19). COVID-19 is a respiratory illness that can spread from person to person. The outbreak first started in China, but the virus continues to spread internationally and in the United States. There is much more to learn about the transmissibility, severity, and other characteristics of COVID-19 and investigations are ongoing. Updates are available on CDC's web page at <https://www.cdc.gov/coronavirus/2019-ncov/>. CDC will update this interim guidance as additional information becomes available.

This interim guidance may help prevent workplace exposures to COVID-19 in non-healthcare settings (separate guidance is available for [healthcare settings](#)). CDC has also provided guidance for [critical infrastructure workers who may have had exposure to a person known or suspected to have COVID-19](#). Unless otherwise specified, this interim guidance for businesses and employers applies to critical infrastructure workplaces as well.

Role of Businesses and Employers in Responding to COVID-19

Safety guidance and PPE, Cleaning & Disinfection Resources for Small Businesses and Employees



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Free Personal Protective Equipment (PPE) for small businesses in Pima County

Pima County is helping small businesses - those with fewer than 50 employees – to acquire FREE PPE (personal protective equipment). To request PPE:

- Fill out the PPE Request Form
 - Check availability by contacting the Pima County Health Department
 - This is a first-come, first serve program, and requests will be filled until PPE runs out

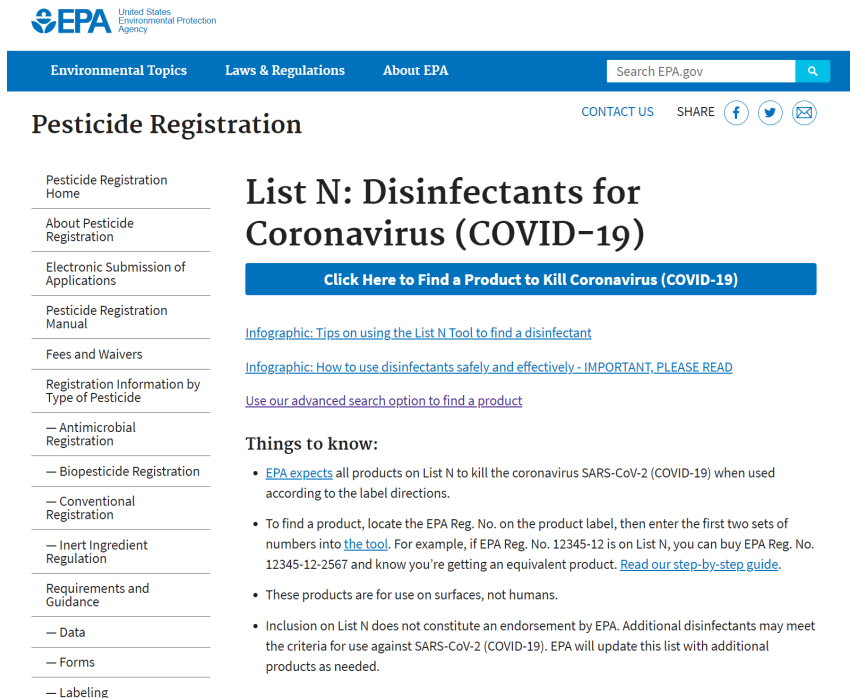
A more standardized system to submit orders for PPE in Pima County is the Survey 1,2,3 found here.

Businesses who are able are encouraged to source and purchase PPE on their own through the list of Potential Vendors shown here.

Environmental Protection Agency

Information on this page includes:

- Guidance for cleaning and disinfecting public spaces
- EPA Webinar on proper cleaning and disinfecting protocols
- EPA COVID-19 hub to find other resources
- Visit page [here](#).



The screenshot shows the EPA website's Pesticide Registration section. At the top is the EPA logo and navigation links: Environmental Topics, Laws & Regulations, and About EPA. A search bar is on the right. Below the navigation is the 'Pesticide Registration' header. On the left is a sidebar menu with links: Pesticide Registration Home, About Pesticide Registration, Electronic Submission of Applications, Pesticide Registration Manual, Fees and Waivers, Registration Information by Type of Pesticide, Antimicrobial Registration, Biopesticide Registration, Conventional Registration, Inert Ingredient Regulation, Requirements and Guidance, Data, Forms, and Labeling. The main content area is titled 'List N: Disinfectants for Coronavirus (COVID-19)' and features a blue button that says 'Click Here to Find a Product to Kill Coronavirus (COVID-19)'. Below this are three links: 'Infographic: Tips on using the List N Tool to find a disinfectant', 'Infographic: How to use disinfectants safely and effectively - IMPORTANT, PLEASE READ', and 'Use our advanced search option to find a product'. A 'Things to know:' section follows, containing four bullet points about product expectations, search tools, usage, and EPA endorsement.

EPA United States Environmental Protection Agency

Environmental Topics Laws & Regulations About EPA Search EPA.gov

Pesticide Registration CONTACT US SHARE

Pesticide Registration Home

About Pesticide Registration

Electronic Submission of Applications

Pesticide Registration Manual

Fees and Waivers

Registration Information by Type of Pesticide

— Antimicrobial Registration

— Biopesticide Registration

— Conventional Registration

— Inert Ingredient Regulation

Requirements and Guidance

— Data

— Forms

— Labeling

List N: Disinfectants for Coronavirus (COVID-19)

[Click Here to Find a Product to Kill Coronavirus \(COVID-19\)](#)

[Infographic: Tips on using the List N Tool to find a disinfectant](#)

[Infographic: How to use disinfectants safely and effectively - IMPORTANT, PLEASE READ](#)

[Use our advanced search option to find a product](#)

Things to know:

- [EPA expects](#) all products on List N to kill the coronavirus SARS-CoV-2 (COVID-19) when used according to the label directions.
- To find a product, locate the EPA Reg. No. on the product label, then enter the first two sets of numbers into [the tool](#). For example, if EPA Reg. No. 12345-12 is on List N, you can buy EPA Reg. No. 12345-12-2567 and know you're getting an equivalent product. [Read our step-by-step guide](#).
- These products are for use on surfaces, not humans.
- Inclusion on List N does not constitute an endorsement by EPA. Additional disinfectants may meet the criteria for use against SARS-CoV-2 (COVID-19). EPA will update this list with additional products as needed.

National Institute of Environmental Health Sciences

- Offers COVID-19 training tools for the workplace (en español)
- Provides federal links and documents regarding COVID-19
- Provides Occupational Safety and Health Guide for surface and air disinfection practices, guide to PPE, and proper use of respirators (en español)
- To visit website click [here](#).

Careers & Training

HAZMAT Safety & Training

Clearinghouse

Disaster Preparedness & Response

Infectious Diseases

COVID-19

Webinars and Presentations

Ebola Virus Disease

H1N1 (Swine), Pandemic, and Avian Influenza

Webinars

COVID-19

> Table of Contents

The NIEHS Worker Training Program (WTP) has been tracking information about the coronavirus disease 2019 (COVID-19) as it pertains to protecting workers involved in emergency response and cleanup activities performed in the United States. This page contains health and safety resources for workers who may be at risk of exposure to COVID-19.

Training Resources

The National Clearinghouse creates training tools to aid in the development of awareness-level courses or other awareness-level materials. These tools provide health and safety guidance to workers who work in industries with the potential for exposure to COVID-19.

COVID-19 is a new disease and we are still learning much about it, including how it spreads. This Training Tool will be updated with new information as the situation evolves.


General Awareness Training Tool

In English:

- [Protecting Yourself from COVID-19 in the Workplace \(v2\)](#) (6.5MB)
- [Protecting Yourself from COVID-19 in the Workplace \(v2\)](#) (3.9MB)
- [Protecting Yourself from COVID-19 in the Workplace \(Online version\)](#)

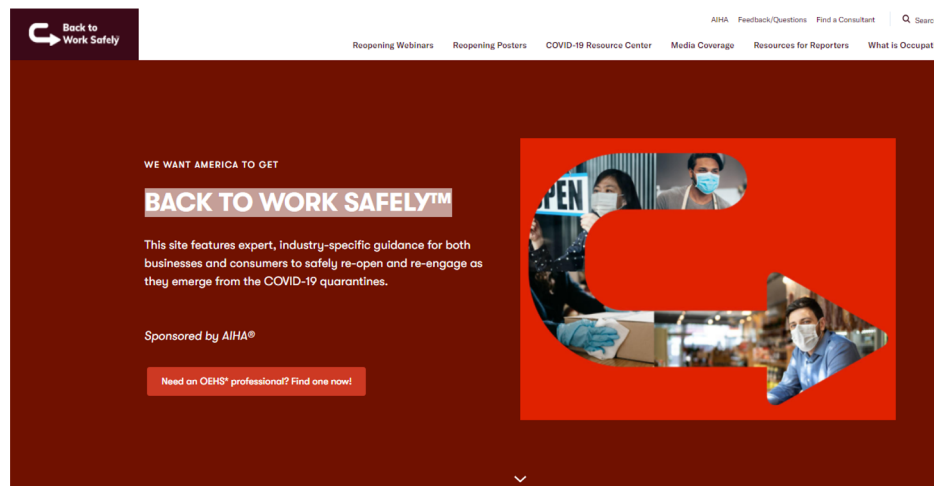
En Español:

- [Protéjase del COVID-19 en el lugar de trabajo](#) (5.6MB)



BACK TO WORK SAFELY™ website

- Sponsored by the American Industrial Hygiene Association (AIHA)
- Provides expert guidelines for re-opening businesses from various industries to protect employees and clients from COVID-19
- Includes guidance for beauty salons & auto shops



**These resources are free and available to all.
Please share them. Together, we can go back
to work safely!**



Webinars

[LEARN MORE](#)



Posters

[LEARN MORE](#)



Mini Brochure

[LEARN MORE](#)

BACK TO WORK SAFELY™ website



Gyms and Workout Facilities Reopening Guidelines

Many of these businesses have been viewed as "non-essential" by state governments and are closed.

[DOWNLOAD GYMS AND WORKOUT FACILITIES REOPENING GUIDELINES PDF](#)

[DESCARGAR PDF DE PAUTAS DE REAPERTURA DE GIMNASIOS E INSTALACIONES DE ENTRENAMIENTO](#)



Hair and Nail Salon Reopening Guidelines

Resume business as a hair and nail salon, barbershop, or other personal service with these COVID-19 reopening guidelines. (Also available in Spanish.)

[HAIR AND NAIL SALON REOPENING GUIDELINES FOR COVID-19 SAFETY](#)

[DESCARGAR PDF DE PAUTAS DE REAPERTURA DE PELUQUERÍAS Y SALONES](#)



Institutions of Higher Education Reopening Guidelines

Many institutions of higher education (IHEs), such as colleges and universities, are planning on reopening campuses in the fall and welcoming back the physical return of large numbers of students, faculty, and staff.

[MORE ABOUT REOPENING INSTITUTIONS OF HIGHER EDUCATION GUIDELINES](#)



Museums and Collecting Institutions Reopening Guidelines

Museums and other cultural heritage and collecting institutions are dealing with emerging challenges created by COVID-19. This document offers practical guidance, particularly for small and medium-size museums to develop their reopening plans.

[DOWNLOAD MUSEUMS AND COLLECTING INSTITUTIONS REOPENING GUIDELINES PDF](#)



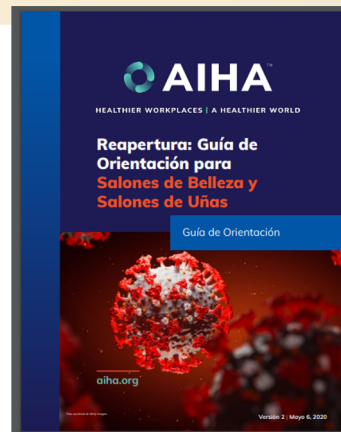
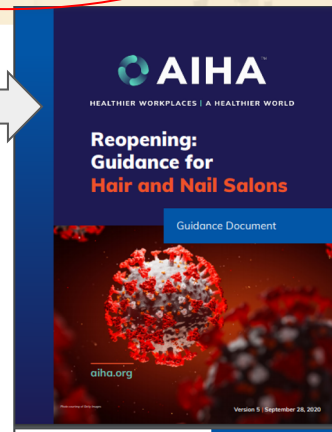
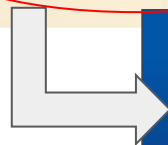
HOW TO SAFELY REOPEN HAIR AND NAIL SALONS

A Guide to Hair and Nail Salon Safety: What You Need to Know About COVID-19

Hair and nail salons, barbershops, and other personal care businesses can safely resume business in the wake of COVID-19 using these reopening guidelines.

[Download and read these important guidelines](#)

[Descargar PDF de pautas de reapertura de peluquerías y salones](#)



Economic Resources and Assistance for Small Businesses in Pima County



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Arizona Commerce Authority & Small Business Administration

The Arizona Commerce Authority provides a [link](#) to the US Small Business Administration (SBA) Disaster Loan Assistance application that provides federal disaster loans for businesses.

Some of the requirements are:

- Companies with less than 500 employees
- Independent contractors
- Non-profit organizations 501(c)3
- Veterans Organizations 501(c)19
- Tribal business
- Agricultural enterprises 18 (b): food and fiber production, livestock and livestock farming, aquaculture and all other agricultural and agriculture-related industries.
- Currently open until 11/30/2023

If you have questions about this application or problems providing the required information, please contact the US Small Business Administration Customer Service Center at 1-800-659-2955 or (TTY: 1-800-877-8339) DisasterCustomerService@sba.gov.

Local, State and Federal Guidance and Regulations Regarding Sick Leave & PTO for COVID-19



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Arizona's Fair Wages and Healthy Families Act (Industrial Commission of Arizona)

Under this Act, employers are subject to Arizona's earned paid sick time laws. Earned paid sick time accrual rates, however, differ based on an employer's number of employees.

Employees may use earned paid sick time for themselves or for family members (see [here](#) to see who qualifies as a family member) in the following circumstances:

- Medical care or mental or physical illness, injury, or health condition;
- A public health emergency (see [here](#) for more information about what qualifies as a public health emergency); and
- Absence due to domestic violence, sexual violence, abuse, or stalking.

See [here](#) for further detail concerning authorized uses for earned paid sick time and definitions of "family members."

For more information on the Act, click [here](#).

Families First Coronavirus Response Act (FFCRA)

The emergency paid sick leave (EPSL) and emergency family and medical leave (EFMLA) provisions under the FFCRA are extended through March 31, 2021. Employers are **no longer required** to provide EPSL or EFMLA provisions under the FFCRA, but may voluntarily do so.

Will the FFCRA's refundable tax credit incentives for employers who provide employees with paid leave in accordance with the EPSL and EFMLA requirements be extended after December 31, 2020?

- The tax credit incentive for employees to cover paid leave benefits accordant with the EPSL and EFMLA of the FFCRA provided to employees* is extended through March 31, 2021.
- *Tax credit is applicable for coverage to employees who did not exhaust their leave benefits – 80 hours of EPSL, 12 weeks of EFMLA, and/or the \$10,000 maximum payment for EFMLA leave – by December 31, 2020.

Would an employee be entitled to another 12 weeks of protected FMLA leave after December 31, 2020 if their FMLA reset on January 1, 2021 and the employer is voluntarily providing FFCRA paid leave benefits?

- The answer depends by the circumstances of the employee and their employer. For more specifics, find this question in the link [here](#).

For more information on the EPSL and the EFMLA provisions of the FFCRA click [here](#).

Anti-discrimination Workplace Laws and COVID-19

The Equal Employment Opportunity Commission (EEOC) enforces workplace anti-discrimination laws such as the Americans with Disabilities Act (ADA) and Title VII of the Civil Rights Act.

The EEO laws continue to apply during the COVID-19 pandemic, but they do not interfere with or prevent employers from following guidelines and suggestions made by the CDC or state/local public health authorities about steps employers should take regarding COVID-19.

The EEOC has created a webpage that provides information on topics in which COVID-19 may interact with the anti-discrimination workplace laws. Topics include:

- Confidentiality of Medical Information
- Hiring and Onboarding
- Pandemic-Related Harassment Due to National Origin, Race, or Other Protected Characteristics
- Furloughs and Layoffs
- Vaccinations

Hiring and Onboarding During the COVID-19 Pandemic

- **If an employer is hiring, may it screen applicants for symptoms of COVID-19?**
 - Yes. An employer may screen job applicants for symptoms of COVID-19 after making a conditional job offer, as long as it does so for all entering employees in the same type of job. This ADA rule applies whether or not the applicant has a disability.
- **May an employer take an applicant's temperature as part of a post-offer, pre-employment medical exam?**
 - Yes. Any medical exams are permitted after an employer has made a conditional offer of employment. Employers should be aware that some people with COVID-19 do not have a fever.
- **May an employer delay the start date of an applicant who has COVID-19 or symptoms associated with it?**
 - Yes. According to current CDC guidance, an individual who has COVID-19 or symptoms associated with it should not be in the workplace.

Hiring and Onboarding During the COVID-19 Pandemic

- **May an employer withdraw a job offer when it needs the applicant to start immediately but the individual has COVID-19 or symptoms of it?**
 - Based on current CDC guidance, this individual cannot safely enter the workplace, and therefore the employer may withdraw the job offer.
- **May an employer withdraw a job offer when it needs the applicant to start immediately but the individual has COVID-19 or symptoms of it?**
 - Based on current CDC guidance, this individual cannot safely enter the workplace, and therefore the employer may withdraw the job offer.
- **May an employer postpone the start date or withdraw a job offer because the individual is 65 years old or pregnant, both of which place them at higher risk from COVID-19?**
 - No. The fact that the CDC has identified those who are 65 or older, or pregnant women, as being at greater risk does not justify unilaterally postponing the start date or withdrawing a job offer. However, an employer may choose to allow telework or to discuss with these individuals if they would like to postpone the start date.

Additional Resources for all Pima County Residents



**TU TRABAJO NO
TE DEBE DAÑAR**
YOUR JOB SHOULDN'T HURT YOU



EL RIO
HEALTH



THE UNIVERSITY OF ARIZONA
Mel & Enid Zuckerman
College of Public Health

Legal Support & Financial Guidance

Arizona Attorneys Respond Legal Hotline

- Arizona Bar Foundation hosting free legal information hotline
- Hotline provides referral to a free half hour of consultation with attorney
- Hotline available Tuesday and Thursday 12:00pm to 3:00pm, Hotline # 866.611.6022
- [More info click here](#)

Financial Guidance From Freedom Financial

- Offers free guidance on navigating matters related to credit cards, mortgages, personal and student loans and small business assistance programs
- Representatives available Monday-Friday 8am-4pm
- Hotline number 844.731.0866
- [More info click here](#)

Emergency Economic Assistance

You may qualify for utility or other assistance, for which you will be required to submit documents such as proof of household income, a state-issued I.D. for the applicant, proof of U.S. citizenship or Legal Residence, and/or current rental lease or mortgage statement (read the full list of documents under "required documents" [here](#)). Required documentation may vary by agency; call the specific agency with any questions you may have.

Contact one of these Pima County Emergency Services Network agencies to determine the state of funding and whether you are eligible for assistance:

- **Pima County Community Action Agency**
 - Provide rent, mortgage and utility assistance
 - Contact by phone at (520) 724-2667 Monday-Friday 8:30-10:30 a.m.
- **Chicanos por la Causa**
 - Follow this [link](#) to access homelessness, renters and utility assistance
 - Contact by phone at (520) 882-0081
- **Interfaith Community Services**
 - Emergency financial assistance for utility bills, rent and mortgage payments
 - Offer food assistance through food banks and resources for elderly
 - Follow this [link](#) for more information
 - Contact by phone at (520) 297-6049

Workforce Resources

- Site provides information such as employment opportunities, unemployment benefits, Shared work unemployment compensation program, and Childcare resources
- More info for each information/how to apply [click here](#)
- Provided by Arizona Commerce Authority



Additional Resources for all Pima County Residents (continued)

- **Portable Practical Educational Preparation, Inc.**
 - Short term crisis intervention such as rent, mortgage and utility assistance
 - Other services include job search, budgeting/financial planning, employment, training, and education services
 - Contact by phone at (520) 622-3553
 - Follow this [link](#) for more information
- **Primavera Foundation**
 - Provide rent and utility assistance
 - Call (520) 395-6420 only on the first business day of the month
 - Follow this [link](#) for more information
- **Salvation Army**
 - Services include transitional housing, emergency utility assistance, employment referrals and training services.
 - Hours of operation are Monday-Friday 8a.m.- 5p.m.
 - Phone lines for utility and rental assistance available Monday-Friday 8a.m.- 4p.m.
 - Contact by phone at (520) 792-1111
 - Follow this [link](#) for more information

Other Emergency Assistance Services for all Pima Co Residents

- **Community Food Bank of Southern Arizona**
 - Offers food assistance for individuals, family, and businesses
 - Follow this [link](#) to see food distribution locations and times
 - Do not need to be a US citizen to receive services
- **Caring Ministries**
 - Offer food boxes at multiple locations throughout Tucson
 - Follow this [link](#) for hours and locations
- **City of Tucson Community Wireless**
 - Offer free wireless service to qualifying individuals/families
 - Must have at least one person in the household enrolled in remote learning
 - OR over 60 years of age or a have health condition that puts them in the COVID high risk category
 - For more information on how to apply click [here](#)
- **Tucson Electric Power Lifeline Program**
 - Offers an \$18 monthly discount for qualifying customers.
 - Requirements include having the TEP account in their name, be the primary resident of the account, and meet household gross income criteria
 - For more information on how to apply for the lifetime program and specific eligibility requirements click [here](#)

Behavioral Health Resources

Links to information regarding behavioral health and COVID-19 that is available in both English and Spanish. Those resources include:

- [American Psychological Association \(APA\)](#)
 - Provides resources to help with Health and Emotional Wellness to navigate through stressful times.
 - Immediate help for those affected by, or who need assistance, after experiencing a natural or human-created disaster
 - The help line is a toll-free, multilingual crisis support service available 24/7 via telephone at (1-800-985-5990) and through text by sending an SMS text "TalkWithUs" TO 66746)
- [SAHMSA Behavioral Health Treatment Services Locator](#)
 - Provides a fact sheet explains social distancing, quarantine, and isolation in the event of an infectious disease outbreak. It discusses feelings and thoughts that may arise during this time and suggests ways to cope and support oneself during such an experience
 - Access [here](#)