



Inclement Weather/Snow Day Policy

At OAI we place a high priority on client and staff safety, and recognize that weather is a fact of life that cannot be ignored in the Northeast. We realize that occasional temporary disruptions in therapy may occur because of severe weather.

Inclement weather may affect the ability of staff to travel to a client's home. Staff may need to take a full or partial "snow day" in the following circumstances:

1. The governor or other public authority declares an emergency and asks people to stay off the roads.
2. Major roads between staff and clients are closed due to flooding or other reasons.
3. Schools in the district where the client's home is located are closed due to inclement weather.

If conditions allow at least 2 hours of a scheduled shift to be completed, staff should arrive for that shift.

If at all possible, therapy time missed for inclement weather days should be made up within a week. Weekend shifts may be offered if acceptable to the family. Staff that missed time for a snow day may not necessarily be the same person that "makes up" the time, though they will be given first refusal on any make up shifts scheduled.

If schools in the clients' area are not closed due to weather, but schools in the staff's home area ARE closed due to weather, and staff feel they cannot travel safely they will need to IMMEDIATELY notify the Program Director to find a substitute technician that is able to reach the client.

Notification

In a weather or other emergency, Program Directors will make every effort to notify employees and families of the situation by phone /text/ and/or email. All of these assume that employees and families have access to phones. In the case of a long-term regional power outage that affects cell towers, please recognize that the our best efforts to notify employees and families may not work.

If we are unable to notify employees and families of the emergency, employees and families are asked to use common sense and make their best assessment of the safety and practicality of the situation.