

## **LOT's COVID-19 Vaccination Policy**

EFFECTIVE DATE: 4/13/2021

**PURPOSE:** Given the impact to the financial health of LOT from COVID and potential health impacts to performers, artists, volunteers, customers, and LOT's ability to continue to provide professional, classy, intimate performances to our customers and the community, LOT has implemented a voluntary vaccination policy designed to protect performers, artists, volunteers, and customers from spreading of such diseases within the LOT community and the community at large.

Under the federal Occupational Safety and Health Act (OSHA) and many states' laws, LOT is obligated to provide a workplace free from serious recognized hazards. To comply with that requirement, LOT has the right to establish legitimate health and safety standards, policies, and requirements so long as they are job-related and consistent with business necessity. Motivated by a desire to protect the safety and wellbeing of performers, artists, clients and volunteers and the need to balance the desire of LOT to mandate vaccination requirements with that of individuals' rights under the ADA and Title VII and personal religious beliefs, rather than mandating a vaccination policy, LOT has adopted a voluntary policy in which we highly encourage our performers, artists and volunteers to be vaccinated for seasonal and non-seasonal illnesses like the flu and COVID-19.

Keeping in mind, individuals right to privacy and protection and LOT's desire to know and protect against potential risks present in practice and performance situations, LOT is asking that performers, artists, volunteers willingly share proof of vaccination prior to participating in any practice or performance events. Performers, artists, volunteers who have elected to forgo vaccination for COVID-19 will be required to take, at their own cost and provide proof of negative COVID test result to participate in any rehearsal or performance situation. COVID tests, if rapid, are to be taken no sooner than 48 hours prior and standard testing no sooner than 72 hours prior and results no later than the day prior to scheduled practices or events in order to participate. Failure to provide proof of vaccination or negative COVID test will result in the removal of the performer, artist or volunteer from participating in the event.

Performers, artists and volunteers are also asked to openly share with a member of the board, if, when they are not feeling well or are under the weather to allow for assessment of the situation and risk to the individual or others of their participation.

LOT seeks the opportunity to engage in an interactive conversation with individuals not wishing to or hesitant to obtain vaccination to understand their reservation/hesitation to vaccination, without pressure or threat of consequence, to provide informational resources, if desired.

### **COLD, INFLUENZA (i.e., "FLU") and CORONA VIRUS (COVID-19) VACCINATION**

Performers/artists/volunteers are highly encouraged (with a physician's advice/guidance) to obtain annual (or as recommended by CDC, and/or health care providers) influenza and COVID-19 vaccines in order to help protect those they perform with, volunteers, customers and the public against infectious diseases.

In addition to vaccination, performers, artists, volunteers are asked to:

Use of Face Masks:

- Artists, performers and volunteers exhibiting any symptoms of illness during seasonal illness periods such as flu and COVID, are asked to wear a face mask during practices and if truly ill, coughing, fever and such are asked not to participate in practices and or performances to protect all other individuals.
- During periods of outbreak, such as flu season, artists, performers, volunteers are asked to use caution and consider wearing masks outside of performance and practice sessions to avoid exposure to others who may be infectious.
- Sanitizing and frequent hand washing:
  - Artists, performers, volunteers exhibiting any symptoms of illness during seasonal illness periods such as flu and COVID, are asked use hand sanitizer prior to and after touching common surfaces, props, shared surfaces or props, touching of face, touching of other items.
- Cough and sneeze:
  - Artists, performers, volunteers exhibiting any symptoms of illness during seasonal illness periods such as flu and COVID, are asked to cough and sneeze into your elbow, shoulder or Kleenex, not your hands and to properly dispose of Kleenex and other items used to cover your mouth when coughing or sneezing.
  - We believe each individual understands and knows their body better than anyone else and as such likely have a better understanding of illness verses allergy or simple common cold and risk to others. Artists, performers and volunteers experiencing illness or illness like symptoms such as nasal congestion, coughing, sneezing, runny nose are asked to consider their symptoms carefully before attending a practice or event to assess the potential of exposure to others.
  - While exhibiting illness like symptoms, Artists, performers, and volunteers are asked to monitor temperatures, given a fever is commonly associated with an ability to infect others. If a fever is present, 99.5 or higher, you are asked to remain home, not attend scheduled practices or events out of an abundance of caution and respect for others safety.

RESPONSIBILITIES:

I \_\_\_\_\_ (print name), have read and understand LOT's Vaccination Policy and understand my rights under the policy. I voluntarily agree to share with LOT my decision regarding vaccination choice, my election is noted below:

\_\_\_\_\_ I elect to and will share with LOT my decision to obtain and show proof of vaccination for seasonal illness such as Flu and COVID. (Details regarding how, where when will not be required.)

\_\_\_\_\_ I elect to not share with LOT my decision around and/or proof of vaccination for seasonal illness such as Flu and COVID and understand my obligation, at my own expense to provide proof of negative COVID result in order to participate in practices and events.

\_\_\_\_\_ I elect to not obtain vaccination for seasonal illness such as Flu and/or COVID and will share with LOT that decision. I understand my obligation, at my own expense, to provide proof of negative COVID result in order to participate in practices and events. (Details regarding how, where when will not be required.)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_