

All Guests Personal Conduct & Social Distancing Policy

Safety of staff, students, instructors, and all those visiting our campus is a priority at the Arrowmont School of Arts and Crafts (“Arrowmont”). To that end, this Arrowmont All Guests Personal Conduct & Social Distancing Policy (“Policy”) has been adopted to foster a safe learning environment during the coronavirus (“COVID-19”) pandemic. Before coming to campus, please review the materials and bring a signed copy of the acknowledgement at the end of the Policy with you.

Except where specifically provided, this Policy applies equally to all students, contractors, volunteers, guests, and any other persons present on Arrowmont’s campus.

We want to note that while we are doing our best to create a safe art and craft experience on campus, any interaction with the general public poses an inherent risk of exposure to COVID-19. People who show no symptoms can spread COVID-19 if they are infected. COVID-19 is an extremely contagious disease that can lead to severe illness and death. The CDC advises that older adults and people of any age who have underlying medical conditions are especially vulnerable to severe illness from COVID-19.

Arrowmont continues the process of reopening by further adapting some of our previous COVID-19 restrictions. Arrowmont has adopted a phased approach for these incremental policy changes. We continue to align specific safety measures with current CDC recommendations. This policy and others as related to COVID-19 are subject to change and further amendment based on updated CDC recommendations and pandemic effects.

As follows are our most current policy elements.

1 - Mask Policy:

Vaccinated Individuals

CDC guidelines recommend that fully vaccinated individuals wear a mask in public indoor settings in areas of substantial or high transmission. The CDC guidelines further recommend fully vaccinated people might choose to wear a mask regardless of the level of transmission, particularly if they are immunocompromised or at increased risk for severe disease from COVID-19, or if they have someone in their household who is immunocompromised, at increased risk of severe disease or not fully vaccinated. Further, for fully vaccinated people who have come into close contact with someone with suspected or confirmed COVID-19 to be tested 3 to 5 days after exposure, and to wear a mask in public indoor settings for 14 days or until they receive a negative test result.

All fully vaccinated individuals are required to wear a mask in public indoor settings of any/all Arrowmont buildings on campus (Sevier County is currently an area of high transmission).

To further adhere to Arrowmont guidelines and with an abundance of caution, please continue to follow the policy elements related to social distancing (delineated further in this policy).

Non-Vaccinated or Not Fully Vaccinated Individuals:

CDC guidelines continue to recommend that non-vaccinated or not yet fully vaccinated individuals wear masks in public settings, events, gatherings, and anywhere they will be around other people.

Therefore, non-vaccinated or not yet fully vaccinated individuals will wear masks in public indoor settings of any/all Arrowmont buildings on campus.

Meal Service:

Arrowmont will maintain specific protocols for meal service in the interest of everyone's continued safety and with an abundance of caution.

Kitchen staff will be required to wear a mask during the service of meals.

The dining hall remains closed at this time for indoor dining.

Social Distancing:

While we want everyone to enjoy their time on campus with us, we ask that all guests use best efforts to maintain the following social distancing rules while on campus:

- Maintain at least 3-6 feet of physical distance while on campus indoors.
- No extra guests should accompany our guests to Arrowmont's campus without Arrowmont's approval.
- We recommend that there are no large social gatherings indoors. Social groups are encouraged to congregate outdoors whenever possible.
- Everyone will abide by all COVID-19 and safety signage and directions on campus, including social distance markers where applicable.

Student Travel While on Campus:

To mitigate the risk of COVID-19 during workshops, Arrowmont strongly encourages students, guests, and other program attendees to remain on campus for the entirety of their stay and to avoid crowded indoor places in Gatlinburg and Pigeon Forge. We understand that

you may want to explore the tourist areas surrounding Arrowmont's campus, but we ask that you do so after completion of your workshop. If you do leave campus during the week, we ask that you avoid crowded tourism destinations and continue to maintain recommended CDC safety precautions.

General Safety Guidelines:

We expect that everyone will use best efforts to comply with the following generally applicable safety guidelines:

- **Hand Washing:** frequent hand washing with soap and water for at least twenty (20) seconds, especially after you have been in a public place, or after using the restroom, eating/drinking, blowing your nose, coughing, or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol.
- **Contact:** avoid physical contact with others, including hand shaking or other greetings requiring physical contact.
- **Sharing:** supplies and equipment, such as headphones, PPE, writing utensils, tools, etc. should not be shared, when at all possible.
- **Self-Assessment:** monitor your health closely. If you are feeling ill or are experiencing any COVID-19 symptoms (e.g., fever, chills, cough, muscle pain, fatigue, loss of taste/smell, sore throat, or shortness of breath), stay isolated and communicate your situation with appropriate Arrowmont staff. If you or anyone in your household experiences these symptoms, we ask that you do not come to campus. If you are enrolled in a workshop or event, please call the front office for further instruction about cancellation.
- **Medical Advice:** follow advice of medical professionals and/or contact tracers if you have been exposed to COVID-19 or test positive for COVID-19. If you have been exposed or test positive prior to your arrival on Arrowmont's campus, please stay home.

Governing Rules and Enforcement:

This Policy may be amended at any time in the sole discretion of Arrowmont. Reasonable efforts will be made to notify everyone of changes prior to their effective date. In the event federal, state, or local law is or becomes more restrictive with respect to any component of this Policy, federal, state, or local law shall control. All guests who fail to comply with this Policy may be asked to leave Arrowmont and students may not receive a refund of fees paid.

Covered Individual Acknowledgment:

I, _____, acknowledge that I received a copy of Arrowmont's All Guests Personal Conduct & Social Distancing Policy, dated August 8, 2021 and I read it, understood it, and agree to comply with its terms. By signing below, I specifically agree that I will abide by Arrowmont's COVID-19 requirements contained in this policy. I understand that failure to comply with the Policy may result in me being asked to leave Arrowmont.

Signature

Printed Name

Date



Guests Mandatory Vaccination Policy

Purpose

Safety of staff, students, and all those visiting our campus is a priority at the Arrowmont School of Arts and Crafts ("Arrowmont"). In accordance with Arrowmont's duty to provide and maintain a campus workplace that is free of known hazards, this Mandatory Vaccination Policy ("Policy") has been adopted to foster a safe and healthy workplace/learning environment.

This policy is intended to comply with all applicable federal, state, and local laws and regulations, and is based on guidance and recommendations from the Centers for Disease Control (CDC), the Equal Employment Opportunity Commission (EEOC), as well as that of local health authorities, as applicable.

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available, further research is conducted, and additional vaccines are approved and distributed. Arrowmont reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to foster a safe and healthy workplace/learning environment.

Scope

This Policy applies to all Arrowmont "Guests" participating in on-campus programming for which the programming includes at least one or more day & night of lodging/meals/programming accommodations. For the purposes of this policy, "Guests" is defined to include students, instructors, board members, Artists In Residence interns, work-study students, and other interns.

This policy does not replace the currently effective All Guests COVID-19 Personal Conduct & Social Distancing Policy. Rather this policy provides additional health and safety strategies to continue fostering Arrowmont's safe learning environment.

Procedures

To prevent the spread of the COVID-19 virus and as an integral measure towards a safe and healthy workplace/learning environment, Arrowmont is, as of the date of this Policy, requiring all "Guests" to be full vaccinated, as follows:

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- 1 – “Guests” must be fully vaccinated against COVID-19 prior to arriving at Arrowmont; and
- 2 – All “Guests” must provide documentation of such vaccination status prior to arrival at Arrowmont.

“Guests” (as previously defined) not in compliance with this Policy prior to on-campus arrival will be requested to not enter campus until such time the “Guest” is fully vaccinated and has provided documentation of such vaccination status.

Reasonable Accommodation

Arrowmont recognizes that there may be certain circumstances barring “Guests” from receiving the COVID-19 vaccination, consistent with this Policy. Should “Guests” believe they are in need of an exemption from this Policy due to a medical reason, or in consideration of a sincerely held religious belief, a completed Request for Accommodation form must be requested and submitted in conjunction with registration/plans to be on campus. Accommodations may be granted where these are required by law and do not cause Arrowmont undue hardship or pose a direct threat to the health and safety of others, including employees, students, visitors, and guests.

Please direct any questions regarding this policy to the Executive Director.

Acknowledgement of Receipt

By signing below, I, _____ acknowledge receipt and understanding of the Employee Mandatory Vaccination Policy and agree to abide by its terms.

Signature

Printed Name

Date

Effective Date: October 5, 2021