Personal Conduct & Social Distancing Policy

Safety of staff, students, and all those visiting our campus is a priority at the Arrowmont School of Arts and Crafts (“Arrowmont”). To that end, this Arrowmont Personal Conduct & Social Distancing Policy (“Policy”) has been adopted to foster a safe learning environment during the coronavirus (“COVID-19”) pandemic. This policy applies to all staff persons employed by Arrowmont.

We want to note that while we are doing our best to create safe art and craft experiences 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 relates 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 people 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 3-5 days after exposure, and to wear a mask in public indoor settings for 14 days or until they receive a negative test result.

Therefore, fully vaccinated Arrowmont employees are required to wear a mask in public indoor settings of any/all Arrowmont buildings on campus (Sevier County is currently an area of substantial 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 fully vaccinated Arrowmont employees 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 are required to wear a mask during the service of meals.

The dining hall has reopened for indoor dining. Please wear your masks when in the dining hall, removing only when eating and drinking.

2 - Social Distancing:

In continued desire for all to enjoy our campus and maintain a safe environment, we recommend everyone use best efforts to maintain the following social distancing rules while on campus:

- Maintain at least 3 feet of physical distance while on campus indoors.
- Avoid large gatherings indoors. Groups are encouraged to congregate outdoors whenever possible.
- Everyone will abide by all COVID-19 safety signage and directions on campus, including social distance markers where applicable.
- All guests on campus should be present only with prior Arrowmont knowledge/approval.

3 - 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.

• **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.

4 - **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 and update all employees of changes prior to the 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. Employees who fail to comply with this Policy may be subject to disciplinary action (Arrowmont Employee Handbook, 4.13, page 20).