



COVID POLICY

Health and safety is very important to the wellbeing of volunteers, members, and general public. This document summarizes the terms and conditions applicable to the services and programs provided by Zephyrus Arts Institute and are subject to change.

1. **MASKS & FACE COVERINGS:** Volunteers, staff, attendees, performers, and any individual involved with or visiting any function or activity of Zephyrus Arts Institute may be required to wear a suitable face covering at all times.
2. **SOCIAL DISTANCING:** All volunteers, staff, attendees, performers, or personnel involved with or visiting at functions, rehearsals, or events of Zephyrus Arts Institute must adhere to social distancing as set forth by CDC (Centers for Disease Control) guidelines. At the creation of this agreement, social distancing shall be no less than 6 (six) feet apart.
3. **EXPOSURE:** Participants, volunteers, or staff who may have been exposed to an active case of COVID-19 shall contact the Executive Director immediately, prior to attending any event or rehearsal to ensure safety for other participants.
4. **WELLNESS:** Any volunteers, staff, attendees, performers, members, or individual feeling unwell with symptoms of COVID-19 shall immediately notify the Executive Director or appropriate personnel. Individuals may be sent home and may not return to official events until authorized by the Executive Director.
5. **WELLNESS CHECKS:** Zephyrus Arts Institute reserves the right to screen and to administer temperature checks for all attendees of events. Temperatures at or above 100.4 degrees Fahrenheit shall automatically require individuals to isolate and re-test within 15 minutes. Should a fever persist, the individuals must return home immediately and be approved by the Executive Director to return to events, rehearsals, and functions.
6. **SYMPTOMS & EXPOSURE:** Under no circumstance shall an individual attend any function exhibiting symptoms of COVID-19. Furthermore, individuals who have had direct contact with an active case of COVID-19 shall immediately notify the Executive Director and isolate from events.
7. **RELEASE TO RETURN:** Participants may return to events if participants have received two recent negative test results, or 10-days have passed since the date of last symptoms, or there has been medical release from a Doctor. Proper reporting, documentation, and approval from the Executive Director is required to return to events if a participant has tested positive for COVID-19.
8. **PENALTY FOR NONCOMPLIANCE:** Failure to comply with this policy may result in, and is not limited to, immediate ejection from events, removal from programs, immediate removal from positions held within the organization, forfeiture of accounts and funds, and/or expulsion from future activities. Noncompliance does not release any financial liability to the organization including but not limited to: tuition, fees, or other costs incurred as part of the programs of Zephyrus Arts Institute.
9. **LEGAL ACTION:** Failure to comply with this policy may result in legal actions against the participant as applicable local, state, and federal laws allow.
10. **REPORTING:** Volunteers, performers, and individuals are expected to report noncompliance with this policy to the Executive Director, staff, or other representative on duty.
11. **INCIDENT REPORTING:** Program coordinators, Executive Director, or appropriate staff must immediately contact the board of directors in the event that of noncompliance with this policy has escalated beyond reasonable enforcement and compliance.
12. **MEDICAL EXEMPTIONS:** Please contact the Executive Director prior to attending events, rehearsals, meetings, or any activity if you are unable to wear a mask due to a medical condition.



13. **INDEMNIFICATION AND HOLD HARMLESS AGREEMENT.** I, the undersigned, shall defend, indemnify, and hold harmless Zephyrus Arts Institute, its Board of Directors, officers, agents, employees and/or Zephyrus Arts Institute's partners from and against any and all loss, expense, damage, claim, demand, judgment, fine, charge, lien, liability, action, cause of action or proceedings of any kind whatsoever (whether arising on account of damage to or loss of property, or personal injury, emotional distress, or death) arising directly or indirectly in connection with the performance or activities, whether the same arises before or after completion of or expiration of this Agreement, except for damage, loss, or injury resulting from the organization's sole negligence or willful misconduct.