

Mask Policy – Effective May 24, 2021

Purpose

Nothing is more important to us than the health and safety of our employees, our members, and the individuals we serve. Accordingly, we are adopting this policy for all staff in order to safeguard the health of our employees, our members and the community at large. This policy will be implemented in a manner that complies with all applicable laws, and we will at all times adhere to available guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

Scope

Fully vaccinated staff working in non-youth serving departments, with proof of vaccination, will no longer be required to wear masks. Non-vaccinated staff must continue to wear masks while at work and to maintain six feet of social distance.

Consistent with CDC guidelines, an employee is considered fully vaccinated two weeks after receiving the full series of their COVID-19 vaccination (e.g., 2 weeks after the second shot if the vaccine is a 2-shot series).

Staff working in any youth serving roles (adventure center, before and after school, camp, childcare, child watch, Center for Equity, preschool, and youth sports) are required to wear a mask at all times while at work and to maintain six feet of social distance.

Procedures

Fully vaccinated staff in non-youth serving departments will be required to provide proof of vaccination in order to work without a mask. Staff must provide a copy of their vaccine card to a designated branch representative. Staff may redact references to any personally identifying information on the card, such as patient ID numbers. A copy of the vaccine card will be taken and stored in a confidential human resource medical file.

Employees who submit fraudulent or falsified proof of full vaccination will be subject to discipline, including immediate discharge from employment.

Employees who may need a reasonable accommodation related to the YMCA's mask requirements should discuss this with the Vice President of Human Resources.

Please direct any questions regarding this policy to the Vice President of Human Resources.