

OPENSTAGE VACCINE POLICY

Purpose

Consistent with the duty to provide and maintain a workplace that is free of recognized hazards, OpenStage Theatre & Company (the “Company”) has adopted this policy to safeguard the health and well-being of employees/independent contractors/members/non-members and their families, our clients, customers and visitors, others who spend time in our facilities, and the community from infectious conditions that may be mitigated through an effective vaccination program. This policy is intended to comply with all federal, state, and local laws. It is based upon guidance provided by the Centers for Disease Control and Prevention, the Equal Employment Opportunity Commission, another federal, state, and local public health and licensing authorities, as applicable. The company's goal in requiring all of its employees/independent contractors/members/non-members get fully vaccinated is to relax social distancing policies it has implemented since that COVID-19 pandemic began in March 2020, including in office mask wearing and other workplace and travel restrictions.

Scope

This policy applies to all employees, contractors, members and non-members. It does not apply to clients, customers, and visitors. This policy applies to all authorized COVID-19 vaccines that have been recommended for use in the United States.

Policy

The company maintains and promulgates a list of the vaccines that this policy encompasses and the applicable deadlines for complying with this policy. This list of vaccines also advises employees of dates when vaccines will be made available at designated locations.

All employees, contractors, members and non-members (hereinafter “the individual”) must either: A) Establish that they have received one of the authorized and recommended COVID-19 vaccines, or B) Obtain an approved exemption as an accommodation. The process for seeking an accommodation is explained below. Individuals shall provide verification that they have received a vaccination to the Producing Artistic Director. This verification need only indicate that the individual received immunization from a site designated to administer the vaccine or from another authorized health care provider. No other medical information should be provided to the company as a part of this proof of vaccination.

Requests for Proof of Vaccination

OpenStage Theater will require proof of vaccination from individual until further notice. When requesting proof of vaccination, the individual will not be asked by OpenStage to provide any medical information and the individual shall not provide any medical information. A vaccination card verifying the vaccination has been received shall be sufficient proof of receiving the vaccination. Proof of receipt of the vaccination shall be confidentially and securely maintained by OpenStage.

Requests for exemptions as accommodations

To assist any individual who is disabled, who is pregnant, who is a nursing mother, who has a qualifying medical condition that contraindicates the vaccination, or who objects to being vaccinated on the basis of sincerely held religious beliefs and practices, the company will engage in an interactive process to determine if a reasonable accommodation can be provided so long as it does not create an undue hardship for the company and/or does not pose a direct threat to the health and safety of others in the workplace and/or to the employee to request an accommodation for one of the above reasons, please notify the Producing Artistic Director in writing at sydney@openstage.com Once the company is aware of the need for an accommodation, the company will engage in an interactive process to identify possible accommodations. If you believe that you have been treated in a manner not in accordance with this policy, please notify the company immediately by speaking to the Producing Artistic Director. You may request an accommodation without fear of retaliation or discrimination.