

## Dust Bowl Brewing Company Coronavirus Cloth Face Covering Policy



### **Policy:**

In accordance with US Center for Disease Control (CDC) recommendations, Dust Bowl Brewing Company (DBBC) is requiring anyone within a DBBC facility to wear a cloth face covering until further notice.

### **Purpose:**

DBBC has implemented this policy to protect employees and their families from, and in an effort to slow the spread of, the highly contagious novel coronavirus (SARS-CoV-2) and the resulting deadly COVID-19 disease.

Studies have confirmed that a significant portion of individuals with coronavirus are asymptomatic and even those who are pre-symptomatic are able to transmit the virus to others. This means that the virus can spread between people in close proximity via speaking, coughing, or sneezing, even if those people are not displaying symptoms. In light of this evidence, the CDC recommends wearing cloth face coverings in public settings or where other social distancing measures are difficult to maintain.

### **What constitutes a face covering?**

Any multi-layer cloth device that encases the full mouth and nose of the wearer is considered an acceptable face covering. Allowable face coverings include but are not limited to surgical masks, bandanas, and commercially available or homemade face coverings.

According to CDC guidelines, a cloth face covering should:

- fit snugly but comfortably against the side of the face
- be secured with ties or ear loops
- include multiple layers of fabric
- allow for breathing without restriction
- be able to be laundered and machine dried without damage or change to shape

### **Refusal to conform to policy:**

US Equal Employment Opportunity Commission (EEOC) has issued recommendations specifically allowing workplaces to employ and enforce the CDC recommendations. Federal, state, county, and city governments have also issued policies in accordance with the CDC face covering guidelines.

Employees or others who refuse or are unable to wear a face covering will be asked to leave the DBBC facility immediately and excluded from further access until the policy can be adhered to or this policy is modified in accordance with revised CDC guidelines.

This policy applies to all employees, visitors, contractors, and all other people who wish to enter DBBC controlled facilities.

### **Additional information can be found at:**

The EEOC coronavirus website - <https://www.eeoc.gov/wysk>

The CDC coronavirus website - <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

The CA Dept of Health coronavirus website - <https://www.cdph.ca.gov/covid19>