



**Rising Youth Theatre
In-Person Safety Plan
August 2021**

For the past year, Rising Youth Theatre has focused on all virtual programming to protect our people. As vaccine access increases and case numbers decrease we have crafted a set of organizational protocols to protect our ensemble as we explore in person engagement again.

Organizational Priorities:

- These policies are about 1) keeping our people safe, 2) protecting wider community health, and 3) protecting the organization from liability
- We create these policies to protect the most vulnerable people in our community first
- This is about community care and safety of the collective and each individual who works with us
- None of this is about shame, this is about safety. How can we express these policies in ways that aren't shaming and visibilize the care rather than micromanage behavior

Policies:

Vaccines

- Rising Youth Theatre staff members or contractors who are working directly in person with the community (such as in a school or community program) and are eligible for the vaccine are asked to get it as soon as reasonably possible in order to work in-person. You must submit your proof of vaccine to Rising Youth Theatre to be stored in your personnel file
- Rising Youth Theatre will support anyone getting access to vaccine appointments
- If you are not vaccinated, or have not turned in vaccine paperwork, you **must** wear a mask at all times and submit a negative COVID test before in person gathering

Masks

- If you are fully vaccinated for COVID-19 *and* we have your proof of vaccine on file, you do not need to wear a mask
- If you are not vaccinated for COVID-19 or we do not have your proof of vaccine on file, you must wear a mask at all times, no exceptions. If you need to remove your mask to eat or drink, you will be asked to find a space either outdoors or away from other people.
- Many people may choose to wear a mask regardless of vaccination status, and that

- is always ok
- Rising Youth Theatre will always have disposable masks on hand when we work in person

Social Distancing

- In any in-person gathering with unvaccinated people, mixed vaxxed / unvaxxed people, or unknown vaccination status, people will maintain 6 feet or more of distance at all times

Virtual Attendance

- We will continue to provide virtual or hybrid options for gathering
- Whenever possible we will provide a virtual attendance option, even when gathering in person
- We commit to holding many gathering experiences (such as meetings) virtually whenever it is equally possible / convenient to do so, saving our in person gatherings for teaching and creating experiences that highly benefit from being in person

Illness

- Anyone who is sick or experiencing illness related symptoms should not attend in-person gatherings of any kind
- Staff are encouraged to use their sick time to rest and recover when they are ill

Canceling Events

- At the start of any in-person rehearsal process, teaching residency, or gathering, we will have a clear understanding for all participants of what COVID-risk level would trigger a cancelation or switch to virtual

Disclosure policy

- We assume that given the world we live in, potential COVID exposure is part of what we all experience. We will be upfront with our community about the need for collective care if we are going to gather in person. Accordingly, we will ask our ensemble to disclose if they have tested positive for COVID so that we can inform the rest of the team who may have been exposed. This information will always be kept anonymous and shared only for the purposes of informing of potential exposure so that testing and appropriate protective measures can happen.

Communication with Ensemble

- We always defer to the lowest risk level within our ensemble and make space for all individuals to share what they are comfortable with, safety-wise
- There will always be virtual options for participation for those who are higher risk or not yet comfortable gathering in person
- We will all (staff, board and wider ensemble) be open about what we're comfortable with AND be open to what others are comfortable with. We have to set a precedent for open dialogue about our individual comfort levels to ensure community care

Liability

- All participants will sign a liability waiver before any in-person gatherings

CDC Guidelines:

When possible we defer to the guidance from the CDC around Covid Safety. The most current recommendations are below

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>

<https://www.cdc.gov/coronavirus/2019-ncov/communication/guidance.html>