

**Revised City of Wichita Mask and Social Distancing Policy for City Facilities**  
**Effective 7/2/2021**

As the Occupational Safety and Health Administration (OSHA) recently updated its guidance for mitigating the spread of COVID-19, the City of Wichita is revising its safety guidelines for City facilities. A primary purpose of the revised protocols is to protect unvaccinated or otherwise at-risk workers in the workplace. These new guidelines will remain in effect until OSHA provides new recommendations.

**Masking and social distancing guidelines for those already vaccinated**

City employees and members of the public who have been fully vaccinated by one of the approved COVID-19 vaccines and are not otherwise at-risk, are no longer required to wear a mask within City of Wichita facilities.

Transparent shields, physical distancing stickers and educational signage will remain in place to protect unvaccinated employees and other people visiting city facilities. Enhanced cleaning and ventilation practices will remain in place.

If a supervisor is concerned about the safety of the workplace, employees may be asked to provide proof of vaccination or be required to follow strict mask protocols. Department Directors are authorized to implement more stringent face mask requirements within their respective departments in cases where critical business operations or public health considerations require such measures. Additional mask requirements should be discussed with the Human Resources Director prior to implementation.

Employees who want to receive the COVID-19 vaccine or a booster shot when available will be provided paid leave to do so.

**Masking and social distancing guidelines for those unvaccinated or otherwise at-risk**

Entrance signs for City facilities will strongly encourage unvaccinated employees and visitors to wear masks while in the building in compliance with OSHA and Centers for Disease Control (CDC) guidance.

Employees with concerns regarding masking, social distancing or other safety practices should promptly discuss these concerns with a manager in their Department or the Human Resources Senior Safety Coordinator.

**"At-risk workers" and accommodations**

Some conditions, such as a prior transplant, as well as prolonged use of corticosteroids or other immune-weakening medications, may affect workers' ability to have a full immune response to vaccination. See the CDC's page describing [Vaccines for People with Underlying Medical Conditions](#), and further definition of [People with Certain Medical Conditions](#). Under the Americans with Disabilities Act (ADA), workers with disabilities may be [legally entitled](#) to reasonable accommodations that protect them from the risk of contracting COVID-19 if, for example, they cannot be protected through vaccination, cannot get vaccinated, or cannot use face coverings. Any employee who believes they

require an accommodation should speak with the City's Equal Employment Officer in the Human Resources Department.

### **Masking and social distancing guidelines for other situations**

Workplaces with employees who are deaf or hard of hearing should obtain masks with clear coverings over the mouth for unvaccinated employees to facilitate lip reading.

Mask requirements remain in effect for employees and visitors at certain federally regulated agencies, including the Transit and Airport departments.

COVID-19 protocols for Municipal Court will be determined by the Court Administrator and Administrative Judge.

Masks will not be required for employees and program participants that are located in the outdoors, unless they are in very close proximity.

To protect unvaccinated employees, the current limitations on conference and meeting room capacity will remain in effect. Meeting participants should maintain appropriate distancing. Elevator limitations will be increased by one passenger to 3 per car.

### **Provision of face masks**

The City of Wichita will provide face masks to those who need one to comply with this policy. Employees are permitted to acquire and wear their own face mask.

### **Reporting and quarantine practices**

The current COVID-19 reporting practices will remain in effect and employees that test positive for COVID-19, have COVID-19 symptoms, or are unvaccinated and have been in close contact with someone who tested positive for COVID-19, will be required to follow current quarantine procedures.

### **Anonymous reporting and protections from retaliation**

Section 11(c) of the OSH Act prohibits discharging or in any other way discriminating against an employee for engaging in various occupational safety and health activities. Examples of violations of Section 11(c) could include discriminating against employees for raising a reasonable concern about infection control related to COVID-19 to the employer, the employer's agent, other employees, a government agency, or to the public, such as through print, online, social, or any other media; or against an employee for voluntarily providing and safely wearing their own PPE, such as a respirator, face shield, gloves, or surgical mask.