

COVID-19 Safety Plan



Contemporary Art
Museum St. Louis

CAM closed to the public from March 18 through July 8, 2020 to limit the spread of COVID-19. An interdepartmental task force put together scenario planning and guidelines for safely reopening and modifying our day-to-day operations, programming, and human interactions. The Museum's Reopening Plan was approved by the Board on June 17, 2020.

This COVID-19 Safety Plan reflects the measures that are currently in place, as developed by the task force and adopted by the organization. We anticipate that this plan will remain active until a vaccine is widely available, or health recommendations are updated, and acknowledge that the Museum may decide to close again based on the key indicators included herein.

Core Values

- Protect the health and safety of our staff and visitors.
- Establish clear channels of communication: institution to staff, institution to public, and staff and public feedback to institution.
- Integrate a diversity, equity, access, and inclusion (DEAI) lens in decision making, particularly asking "Are we contributing to the fair treatment of people, especially those who lack equal access to resources? Are we creating an environment in which any individual feels respected, supported, and valued?"
- Observe guidelines given by Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA), the US Equal Employment Opportunity Commission (EEOC), and others as they pertain to pandemic situations.
- Maintain clear policy for physical distancing, face covering, and gathering restrictions.

Indicators for Decision-making

In order to guide our decision-making, we observe the following data:

- Orders from the City of St. Louis
- [St. Louis's COVID Reproductive Number](#) (R0)¹
- Guidelines and recommendations issued by the CDC, OSHA, the State of Missouri, and local government and public health officials.

¹ The R0 is an estimation of how many people a COVID-19 positive case will transmit the virus to, on average. When R0 is above 1 the epidemic is expected to grow exponentially. Operations will not increase when there is an instance of an R0 \geq 1 during a thirty-day period.

Baseline Requirements

- All individuals over three years old are required to practice the three tenets of COVID-19 spread prevention:
 - Wear masks properly (mouth and nose must be covered).
 - Practice social distancing of six feet or more.
 - Wash hands or apply hand sanitizer before/after contact.
- Capacity restrictions for each space must be followed at all times (see [Appendix](#)).
- Furniture is always placed to comply with social distancing.
- Gathering is restricted to the guidelines below.
 - Gatherings in **front of house** areas during hours the museum is **open** to the public are limited to up to six people (including staff), and must adhere to capacity restrictions and social distancing.
 - Gatherings in **front of house** during hours the museum is **closed** to the public are limited to the capacity restrictions of the space where the gathering is planned.
 - Group gatherings in **back of house at any time** are limited to the capacity restrictions of the space where the gathering is planned. Back of House includes the Office, Board Room, L&E studio, and Receiving Area.
 - Staff must always be present to monitor health and safety requirements
 - Staff are not required to facilitate or participate in gatherings.
- Food and Drink:
 - Food and beverages are allowed in the back of house (excluding Receiving Area), following capacity restrictions and social distancing.
 - Food and beverage consumption is allowed in front of house (excluding Galleries) when the museum is closed to the public.
 - Beverage consumption is allowed in the café and courtyard during museum hours but masks must be worn when not actively drinking. Food is not permitted in front of house when the museum is open to the public.
 - Any food or drink distributed by staff must be single-serve, and distributed with sanitized hands.
 - All consumption must adhere to baseline requirements listed above and [guidance for restaurants and bars](#) issued by the City of St. Louis.
- If there is any failure to comply with these baseline requirements, an incident report ([link to form here](#), hard copies are at the front desk) should be filled out and given to the Director of Finance and Administration.

Health and Safety Protocols

Training and PPE

- All staff, including Visitor Service Associates (VSAs), installation crew, teaching artists, security, and contractors, are trained on COVID-19 safety procedures for the workplace and working with the public.
- Promote etiquette for coughing and sneezing and handwashing.
- Provide tissues, no-touch trash cans, soap and water, and hand sanitizer with at least 70% alcohol across front of house and back of house.
- Install door props, to keep bathroom doors touch-free, and foot-operated trash cans.
- Staff are required to wear masks in public areas of the museum and when not isolated at personal workspace.
- CAM will provide masks for all staff and other Personal Protective Equipment as needed.
- Implement social distancing procedures to ensure adherence to six-foot rule.
- Hand washing recommended every 30 minutes.

On showing up (and not showing up) for work

- Staff that can work from home should continue to do so when possible.
- To ensure work station distancing and office occupancy limits, staff should communicate when they plan to be in the office via the Work from CAM calendar.
- Minimize in-person meetings. All-staff meetings will be conducted virtually.
- Require stay-at-home if an employee is sick or has been exposed to someone who is sick.
- Employees who are not vaccinated are required to get tested 3–5 days after domestic travel (defined as more than 100 miles) and self-quarantine for 7 days before returning to CAM. Or they may self-quarantine for 14 days without getting tested.
- Employees who are [fully vaccinated](#) are not required to quarantine after domestic travel. Self-quarantining and testing as described above following international travel.
- Employees with COVID-19 who have symptoms and were directed to care for themselves at home may discontinue isolation under the following conditions:
 - At least 14 days have passed since symptom onset and
 - At least 24 hours have passed since resolution of fever without the use of fever-reducing medications and other symptoms have improved.
- Employees with COVID-19 who never develop symptoms may discontinue isolation and other precautions 14 days after the date of their first positive test.
- It is the responsibility of each staff member to follow this protocol appropriately. Travel plans and testing, quarantine, and vaccination status must be communicated to an employee's supervisor. Concerns may be raised to the Director of Finance and Administration.

- These precautions also apply to contractors, program participants, artists, collaborators, and anyone else that may be visiting CAM.

Cleaning Protocols

- Staff are responsible for cleaning their work stations daily and shared areas after each use.
- Disinfectant wipes, hand sanitizer stations, paper towels, gloves, and EPA approved disinfectants are provided.
- Disinfect the following areas at least once a day or as needed when open to the public:
 - Door handles, including front door, restrooms, courtyard, office, classroom, and receiving area
 - Front desk
 - Stair rail/handle in performance space and stairs connecting first and second levels
 - Other highly touched areas
 - Restrooms
- Wash hands after receiving incoming mail and packages.
- Staff to clean counters/refrigerator/microwave after each use.
- Establish deep cleaning protocols with cleaning company.
- Post CDC fact sheets in a visible area for staff.

Emergency Response

- If anyone at CAM is suspected or confirmed to have COVID-19:
 - Separate the individual from other people in the building and ensure that they are able to return home, or to a medical facility, as soon as possible.
 - Close off any areas used for prolonged periods of time by the sick person and do not use those areas until after cleaning and disinfecting. Wait 24 hours before cleaning and disinfecting to minimize potential exposure. Follow the CDC [cleaning and disinfection recommendations](#).
 - Inform people of their possible close contact (within six feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period) with someone with confirmed or suspected COVID-19 infection, but maintain confidentiality as required by the [Americans with Disabilities Act](#).
 - Anyone who has been exposed to the virus must monitor for [symptoms](#). If symptoms develop, all people—regardless of vaccination status—should isolate and be tested for COVID-19 and follow the guidance above regarding returning to work.
 - Employees who are not vaccinated are required to get tested 3–5 days after potential exposure and self-quarantine for 14 days before returning to CAM.
 - Employees who are [fully vaccinated](#) are not required to quarantine or get tested unless they develop symptoms.

- These precautions also apply to contractors, program participants, artists, collaborators, and anyone else that may be visiting CAM.
- If an incident occurs in front-of-house areas during open hours, the VSEM or Lead VSA in charge must communicate with the Executive Director or Director of Finance and Administration to determine whether CAM should close for the remainder of the day.
- In the case of museum closure, follow the emergency communications plan, which includes front door signage, voicemail, website, and social media. Contact visitors with reservations.
- Those who may have come into contact with the individual should be notified using a generic descriptor, such as “someone working near you on this day and time.”
- Managers and senior staff who are designated as needing to know the identity of an employee must maintain the confidentiality of this information.
- Share emergency communications plan with employees and clearly communicate expectations.

Detailed Guidelines by Area

Staff/Office
<ul style="list-style-type: none"> ● Staff can remove masks when isolated at a personal workspace or to eat or drink as long as social distancing is maintained.
Entrance Intake/Visitor Services/Public Areas
<ul style="list-style-type: none"> ● Maintain clear signage to help visitors be aware of safety guidelines. ● Masks required for all staff working/appearing front of house and required for visitors over the age of three. <ul style="list-style-type: none"> ○ Provide disposable paper masks for visitors who don't come in with a mask. ○ If visitors refuse to put on a mask, we reserve the right to refuse entry. ● Maintain VSA cleaning checklist. ● Maintain plexi barriers at front desk. ● Use timed tickets to control capacity: <ul style="list-style-type: none"> ○ Can be pre-booked or acquired onsite. ○ Tickets can be reserved by a group of six within each timeslot. Walk-ins are allowed based on availability. ○ VSEM and VSAs monitor gallery and overall capacity. ● Entrance/Exit through the front door only. ● Touchless systems for payment are encouraged as much as possible.

- Sanitize any equipment that must be shared by visitors (e.g. headphones, styluses) after each use.
- Coat check, Library, Children’s Play Space, and water fountain closed until further notice.

Shop

- Signage at entrance restricting access to one person or group at a time and requiring hand sanitization before shopping.
- Encourage limited touching; No trying on apparel or jewelry.

Café/Bar

- Maintain plexi barriers on countertop.
- Service will be limited to single-serve beverages only, processed by VSAs with sanitized hands.
- Sanitize protocols for all surfaces (tables/chairs, counters, door handles) after each transaction and frequently throughout the day.
- Keep all single-use condiments/amendments/straws/lids from public access.

Exhibitions

- Use signage and personal communication to encourage one-way routes through galleries.
- Registrar to manage cleaning protocols for casework in the galleries.

Events, Public Programs, Workshops, & Tours

- The vast majority of programs will take place online. In the instance that the museum hosts a service or an offering that encourages gathering, clear cleaning (including cleaning all surfaces and materials before and after use) must be practiced, social distancing protocols must be in place, and baseline requirements described above must be followed.
- Any supplies given out must be cleaned before being given out and upon return.
- Small-scale programs, rentals, and events are permitted adhering to the baseline requirements.

Appendix: Occupancy Loads/Square Footage

The following are recommendations for maximum occupancy loads in accordance with social distancing requirements (maintain six feet of distance between individuals and groups from different households).

Space	Area	Occupancy Load	Capacity Limit
Office	2,200 ft ²	21	8
Board Room	1,056 ft ²	40 meeting / 60 seated dinner / 80 cocktail reception	8
L&E Studio	1,500 ft ²	40	10
Receiving Area	1,800 ft ²	16	2
TOTAL BACK OF HOUSE CAPACITY: 28			
Lobby	1,600 ft ²	150 lecture / 75 seated dinner / 200 cocktail	14
Shop	80 ft ²	5	1 individual or group
Front Gallery	313 ft ²	10 (based on 30 ft ² pp)	1 individual or group
Gallery A	1,634 ft ²	55 (based on 30 ft ² pp)	10
Gallery B	2,892 ft ²	96 (based on 30 ft ² pp)	26
Performance Space	3,000 ft ²	300 lecture / 225 seated dinner / 350 cocktail	26
Gallery C	825 ft ²	28 (based on 30 ft ² pp)	3–6
Café	612 ft ²	27	6
Education Gallery 1	110 ft ²	3	1 individual or group
Education Gallery 2	99 ft ²	3	1 individual or group
Playspace & Library	555 ft ²	40	0 (close)
TOTAL INDOOR PUBLIC SPACE CAPACITY: 96			
Courtyard (patio)	2,200 ft ²	150	20
TOTAL OUTDOOR PUBLIC SPACE CAPACITY: 20			