General Mask, Face Shield and Face Covering Guidance for Business, Transit, and the Public

Applicability: This guidance applies to:

- All businesses, as defined below, and to the general public when visiting these businesses, in every county except for Clackamas, Clatsop (7/1), Hood River, Lincoln, Marion, Multnomah, Polk and Washington counties.

Effective date: June 25, 2020 (Effective July 1, 2020 in Clatsop County)

Requirements for other businesses and sectors: There may be mask, face shield, and face covering requirements and recommendations that apply to other businesses not listed in this guidance. For a business that is not listed as a business in this guidance, the business should review other applicable sector guidance for mask, face shield, face covering requirements and recommendations.

Businesses in Clackamas, Clatsop, Hood River, Lincoln, Marion, Multnomah, Polk in Washington Counties must comply with the County Specific Mask, Face Shield, Face Covering Guidance.

For purposes of this guidance the following definitions apply:

- “Business” means:
  - Grocery stores
  - Fitness-related organizations
  - Indoor and outdoor entertainment facility operators
  - Licensed swimming pool, licensed spa pool and sports court operators
  - Outdoor recreation organizations
  - Pharmacies
  - Public transit agencies and providers
  - Personal services providers
  - Restaurants, bars, breweries, brewpubs, wineries, tasting room and distilleries
  - Retail stores, shopping centers and malls
  - Ride sharing services
  - School aged summertime day camp operators
  - Recreational sports operators for specified sports
Venue operators

- “Face covering” means a cloth, paper, or disposable face covering that covers the nose and the mouth.
- “Face shield” means a clear plastic shield that covers the forehead, extends below the chin, and wraps around the sides of the face.
- “Fitness-related organizations” includes but is not limited to gyms, fitness centers, personal training, dance studios, and martial arts centers.
- “Mask” means a medical grade mask.
- “Personal services providers” means barber shops, hair salons, esthetician practices, medical spas, facial spas and day spas, non-medical massage therapy services, nail salons, tanning salons, and tattoo/piercing parlors.

Businesses

**A business is required to:**

- Require employees, contractors and volunteers to wear a mask, face shield, or face covering, unless an accommodation or exemption is required by law or the following exemption applies:
  - Employees, contractors and volunteers: Masks, face shields or face coverings are not required when eating/drinking or when at or in a location where the employee, contractor or volunteer is not interacting with the public and six (6) or more feet of distance can be maintained from other people.
- Provide masks, face shields, or face coverings for employees.
- If it is a transit agency, require riders to wear at least face coverings, though masks and face shields may also be worn, and provide one for a rider that does not have one, except for individuals who by law require an accommodation or exemption, and children under age two (2).
- Provide accommodations and exemptions from the mask, face shield, or face covering requirement for employees, contractors and volunteers if such accommodations or exemptions are required by:
  - State and federal disabilities laws if applicable, including the Americans with Disabilities Act (ADA) which protects people with disabilities from discrimination in employment and requires employers to engage in the interactive process for accommodations.
  - State or federal labor laws where applicable.
  - State and federal public accommodations laws that provide all persons with full and equal access to services, transportation, and facilities open to the public.
  - OHA public health guidance if applicable.
• If customers or visitors will be required to wear a mask, face shield or face covering:
  ▪ Post clear signs about any such requirements.
  ▪ Provide accommodations and exceptions for:
    » People with disabilities and medical conditions
    » Children under 12 years of age (except public transit, see below)

• Review and require employees, contractors and volunteers to review OHA’s Mask and Face Covering Guidance for Business, Transit, and the Public Frequently Asked Questions to learn about how requiring people to wear face coverings affects people differently including people with disabilities and people of color who may have heightened concerns about racial profiling and harassment due to wearing face coverings in public.

A business should, but is not required to:
• Provide, at no cost, at least disposable face coverings for customers or visitors who do not have one.
• Post signs about any mask, face shield or face coverings requirement in languages that are commonly spoken by customers and visitors
• Educate employees:
  ▪ On how to safely work and communicate with people who cannot wear masks, face shields, or face coverings.
  ▪ That they may need to remove a mask or face covering while communicating with an individual who needs to read lips or see facial expressions to communicate.

The Public
• When riding public transit, an individual must wear a mask, face shield, or face covering unless the individual:
  ▪ Is under two (2) years of age.
  ▪ Has a medical condition that makes it hard to breathe when wearing a mask, face shield, or face covering.
  ▪ Has a disability that prevents the individual from wearing a mask, face shield, or face covering.
• It is strongly recommended that individuals, including children between 2 and 12 years of age, wear a mask, face shield, or face covering at all times in all indoor public places particularly in places where it is likely that physical distancing of at least six feet from other individuals outside their household unit cannot be maintained at all times, and vulnerable people must go.
• Because children between the ages of 2 and 12 years of age can have challenges wearing a mask, face shield, or face covering properly (e.g., excessively touching the face covering, not changing the face covering if visibly soiled, risk of strangulation or suffocation, etc.) we urge that if masks, face shields or face coverings are worn by this age group, that they be worn with the assistance and close supervision of an adult. Masks, face shields or face coverings should never be worn by children when sleeping.
Additional Resources

- OHA Guidance for the General Public
- OHA General Guidance for Employers
- OHA Sector-specific Guidance
- County Specific Mask, Face Shield, Face Covering Guidance

You can get this document free of charge in other languages, large print, braille or a format you prefer. Contact Mavel Morales at 1-844-882-7889, 711 TTY or OHA.ADAModifications@dhsoha.state.or.us.