



Policy: Health & Safety Policy
Effective: 3/2024
Department: Human Resources

Health & Safety Policy

POLICY

Barona Resort & Casino is committed to providing a healthy and safe environment for its staff members. This policy outlines how Barona implements the health and safety standards to continue to be the safest casino.

WHAT IS EXPECTED OF EVERY STAFF MEMBER

- If a staff member's temperature is over 100 degrees, they cannot report to work.
- Before entering the building, staff members are encouraged to use the hand sanitizer station at the staff entrance.
- Sneeze or cough into a tissue or their elbow
 - Discard used tissues in wastebaskets
- Frequently wash hands with warm, soapy water for 20 seconds
 - When soap and water are not available, use alcohol-based hand sanitizers
 - Staff are encouraged to wash hands prior to entering and after exiting Family Dining
- Hand-wipe dispensers are located throughout the casino for staff to wipe down equipment after use.
- Contact a manager or supervisor if they notice a fellow staff member or player with flu-like or cold symptoms.
- If wearing a mask, at staff check-in, staff members wearing a face mask must briefly remove the mask in view of Surveillance.
 - Bandanas or masks that cover the neck shall not be permitted.
 - Any item that covers the face shield and conceals the identity of the staff member must be removed. The face shield shall not be decorated or customized.
- Stay home if they don't feel well.

Flu-like or Cold Symptoms

It is crucial that staff members do not report to work while ill and/or experiencing any of the following flu-like or cold symptoms. Symptoms include:

- Fever or feeling feverish/chills
- Cough
- Sore throat
- Congestion or runny nose
- Muscle or body aches
- Headaches
- Fatigue (tiredness)
- Vomiting or diarrhea
- Shortness of breath or difficulty breathing

Not everyone will experience all the listed symptoms.

Calling Out Sick

When a staff member calls out sick for flu-like or cold symptoms, they must contact their on-duty supervisor at least one hour and a half (1½ hours) before their assigned shift begins. Staff members who report sick will be sent home.

Positive for COVID

If a staff member tests positive for COVID, they should stay home 24 hours after their fever has resolved and they are symptom-free. Staff members will need to continue wearing a mask at work for up to five days as of the date of testing positive.

Staff members may be subject to corrective action, including termination, if they report to work with flu-like or cold symptoms or have any violations of this policy.