



March 2021

COVID-19 SAFETY POLICY AND PROCEDURES

During the COVID-19 pandemic, Jasmine Anwer Photography wants to assure you of its continued commitment to maintaining a safe and healthy workplace. As part of those efforts, we are implementing new COVID safety policies and procedures. Please read this policy carefully.

Jasmine Anwer Photography requires everyone involved in a production to comply with the following protocols, policies and procedures while on-set or on-location. Following these practices will be mandatory to protect the safety of everyone on set. All policies will be posted on set.

- Participation in a Jasmine Anwer Photography project will require the following: Frequent hand washing. Wearing a facemask at all times. No physical greetings. Do not shake hands or greet others in any manner that requires physical contact (such as fist or elbow bumps). Maintain social distancing of at least six feet at all times.
- All personal visitors are prohibited until further notice, except in cases of emergency. All other visitors are prohibited unless they are essential to the performance of the job. In alignment with CDC guidelines, no more than ten people will be allowed on any indoor photo or video shoot, unless required for the job. (If more than ten people are present, workers will be rotated throughout the day.)
- All shooting stations, props, work area and equipment to be wiped with disinfectant cleaning solution before and after use. Equipment and tools to be used only as needed to reduce exposure.
- Limit the use of shared photo, video and other equipment, to the extent necessary. Use hand sanitizer before and after each use; use disposable gloves provided when using shared equipment; disinfect equipment with wipes before and after each use on all touch surfaces.
- Where possible, outdoor locations will be used. Indoor or studio shoots will not proceed without the location being assessed for health and safety.
- Any individual with fever, coughing or sneezing will be asked to leave immediately. It is the responsibility of all crew, clients, and talent to notify Jasmine Anwer Photography if you are feeling sick.
- Hair and makeup artists are encouraged to use disposable brush sets, individual makeup sets and new sets of gloves for each talent.

- **Wardrobe Stylist:** Talent is encouraged to wear their own clothing when possible. Stylists can do teleconferencing with the talent and choose the appropriate items from their closet. If they are not able to wear their own clothing, the stylist will pull each look for the talent and only those items will be allowed on set. All steaming, alterations will be done prior to talent arrival.

Jasmine Anwer Photography will provide masks for each crew member, as well as disinfecting wipes and hand sanitizer.

All clients will sign a COVID-19 Liability Release Waiver prior to shoot. All talent and crew will sign an Assumption of Risk Form prior to shoot.

Our goal is to provide a safe working environment for everyone involved. As more information becomes available, we will adopt established guidelines. Each location will be evaluated under its own terms. Please be flexible and considerate.

Policy Modification

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 are changing. As new information becomes available and further research is conducted Jasmine Anwer Photography reserves the right to modify this policy at any time in its sole discretion, consistent with its commitment to maintaining a safe workplace.

Enforcement and Non-Retaliation

Failure to comply with these social distancing measures may result in discipline, up to and including termination of employment. If you witness or become aware of any employees or other individuals violating this policy, report them to Jasmine Anwer immediately. Jasmine Anwer Photography will not discharge, discriminate or otherwise retaliate against employees for reporting work-related injuries or illnesses.

Continued At-Will Employment

Nothing in this policy alters the at-will nature of your employment.

Policy Administration

Jasmine Anwer is responsible for administering and enforcing this policy. If you have any questions regarding this policy, or if you have questions about health and safety that are not addressed in this policy, please contact Jasmine Anwer Photography at 214-326-7232.

Acknowledgment of Receipt and Review

I, _____ (employee or contractor name), acknowledge that on _____ (date), I received and read a copy of Jasmine Anwer Photography's Safety Policies and Procedures, dated and understand that it is my responsibility to be familiar with and abide by its terms. I understand that the information in this policy is intended to help Jasmine Anwer Photography's employees and contractors to work together effectively on assigned job responsibilities. This policy is not promissory and does not set terms or conditions of employment or create an employment contract.

Printed Name _____

Signature _____

Date _____



COVID-19 Notice & Waiver

Client is hereby notified and agrees that:

1. While the State of **Texas** has eased or eliminated various COVID-19 based restrictions on businesses, the conduct and performance of the services being provided by the Jasmine Anwer Photography are subject to the **CDC's Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19)** (<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>) rules in place at the time the photography services are to be performed.
2. To follow CDC social distancing restrictions in place at the time of the photography services; certain aspects of the photographer/client interaction may be altered by necessity.
3. Client and all members of Client's party agree to wear required PPE at the time of their session or event.
4. Client and members of Client's party assume all risks associated with potential COVID-19 transmission or exposure in relation to the photography services being provided and accept sole responsibility for an illness, injury, damages, claims or expense arising therefrom regardless of the identity of the person alleged to be at fault for such transmission or exposure.
5. As consideration for this waiver, Studio agrees to waive any liability or claim against Client or members of Client's party for COVID-19 transmission or exposure.
6. Notwithstanding the foregoing, the Waivers contained in Sections 4 and 5 of this Notice and Waiver shall not be interpreted to prohibit actions or claims against persons who knowingly participate in the photography services while exhibiting COVID-19 symptoms or who knowingly participate while having an active COVID-19 infection.

Agreed and Accepted:

Client, individually and on behalf of members of Client's Party Date

Jasmine Anwer Date