

Stay safe.

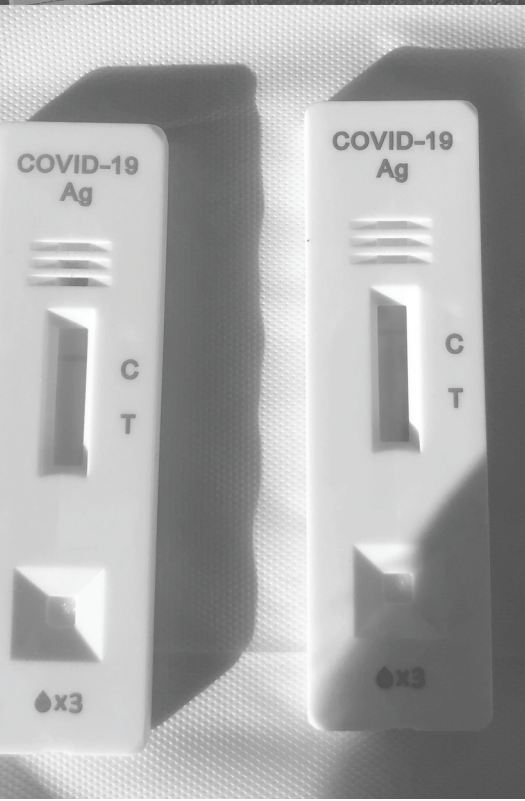
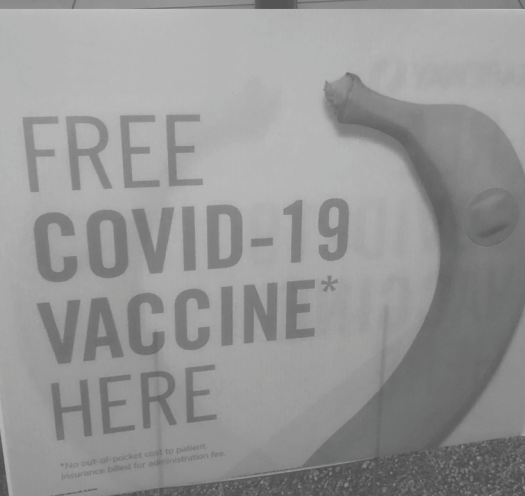
Employees and customers are required to wear face masks.

We provide face masks if you don't have one.

Stay 6 feet apart.

Without a face mask, you're invited to shop with us online at nordstromrack.com or nordstrom.com, or call our store for service.

If you are experiencing symptoms of or have been exposed to COVID 19 in the past 14 days, please refrain from entering.



Health and Safety Guidance for In-Person Events

Steven A. Adelman, Vice President, Event Safety Alliance

The Event Safety Alliance has created the following health and safety guidance for venue and event professionals contemplating holding in-person events during the latest phase of the COVID-19 pandemic.

This guidance rejects the false equivalency that there are two equally valid positions regarding the value of vaccination. Instead, the material that follows is based on the established science that (a) vaccination leads to healthier outcomes and (b) unvaccinated people put themselves and everyone around them at significantly greater risk of infection. There are no apologies here for taking firm and unambiguous positions – vaccination is the only way to keep the event industry from becoming economically non-viable, the source of super spreader events, or both.

Everything here applies equally to guests, workers, and performers. Under this guidance, vaccinated people may fully participate in events in person; unvaccinated people may participate virtually if that is an option.

SCIENCE: VACCINATION LEADS TO HEALTHIER OUTCOMES

The Pfizer-BioNTech, Moderna, and Johnson & Johnson COVID-19 vaccines are all highly effective at reducing the likelihood a vaccinated person will become infected by SARS-CoV-2 (the virus that causes COVID-19). They also reduce the likelihood of serious illness due to a breakthrough infection and the risk of transmitting coronavirus to others. They are free, widely available everywhere, and have extremely rare side effects. Here is a brief review of the science, with much more available from the [Centers for Disease Control and Prevention \(CDC\)](#) and the [World Health Organization \(WHO\)](#), among other reputable sources.

Vaccination is unquestionably the way out of this pandemic. In the United States, [the latest research](#) shows that unvaccinated people are 11 times more likely to die from COVID-19 than those who are fully vaccinated, and vaccinated people are nearly five times less likely to get infected and 10 times less likely to get so sick they end up in the hospital. Although there remains a risk of “breakthrough infection” among fully vaccinated people, the risk is very small. [Data from Utah, Virginia, and King County, Washington](#) show that about 1 in 5,000 vaccinated people test positive for COVID each day. That figure is worse in low-vaccination areas and closer to 1 in 10,000 in high vaccination areas like Seattle. This is equivalent to the risks people accept every day, like riding in a vehicle.

Two recent outdoor events underscore the difference vaccination makes. The 2021 [Lollapalooza](#) festival in Chicago attracted about 385,000 people over four days. The organizers required proof of vaccination or a negative COVID test. The local health

department estimated that at least 88% of attendees were vaccinated. Two weeks later, just 203 infections and no hospitalizations had been reported, with the highest rate of infection among unvaccinated guests. Just a week after Lollapalooza, about 700,000 people attended the [Sturgis motorcycle rally](#) in South Dakota with no pandemic-related measures at all. In the ensuing three weeks, daily coronavirus cases in the state increased 685%. The infections in South Dakota were both more numerous and more serious, with more than 200 people hospitalized and at least 40 people kept alive only with the help of ventilators.

RECOMMENDATION: REQUIRE PROOF OF VACCINATION FROM ALL EVENT ATTENDEES

This guidance recommends that in-person participants at any event, whether indoors or outdoors, should be required to present proof that they have been fully vaccinated against COVID-19. Acceptable proof of vaccination may include recognized apps such as New York’s Excelsior Pass or digital passports from Clear and IBM, a photo of one’s completed CDC-issued vaccination card, or the paper card itself. In each instance, proof of vaccination should be accompanied by a valid photo ID, such as a driver’s license or school identification card, all of which should be scanned and uploaded as part of the event registration process, and without which registration cannot be completed. This will help avoid backups and confrontations at the event’s point of ingress.

COMMON OBJECTIONS TO VACCINATION, WITH RESPONSES

HIPAA

Objection: I don't have to present proof of vaccination status because the privacy of medical records is protected by HIPAA.

Response: It is perfectly legal to require proof of vaccination status as a condition of participation in events. This is because the "[Privacy Rule](#)" of the Health Insurance Portability and Accounting Act of 1996 ("HIPAA") applies only to health care providers for the purpose of medical care. Therefore, it does not infringe on any privacy right for venue and event professionals to demand proof of vaccination status.

MEDICAL EXEMPTION

Objection: I am medically exempt from getting vaccinated against COVID-19.

Response: There are few legitimate bases for a medical exemption from vaccination, and any request for such exemption should be accompanied by a doctor's note. CDC has issued guidance regarding [vaccine allergies](#) that makes it clear that allergic reactions will be rare, primarily to polyethylene glycol ("PEG"), which is a compound commonly used in [household products](#) such as skin care, cosmetics, and baby wipes, as well as each of the vaccines available in the United States. Likewise, testing has shown that [pregnant women](#) may safely get vaccinated and should therefore comply with vaccine requirements. Any children who are not eligible to be vaccinated should be exempt.

RELIGIOUS EXEMPTION

Objection: I am entitled to a religious exemption from any vaccination requirement.

Response: Title VII of the [1964 Civil Rights Act](#) requires American employers of more than 15 employees to accommodate employees' religious beliefs, among other things. The Act does not apply to independent contractors or event guests at all. For employees covered by its provisions, they are entitled to accommodations only for "sincerely held religious beliefs." There is, however, no basis in any Judeo-Christian religion to refuse vaccination: [Pope Francis](#) supports vaccination as "an act of love;" evangelical leader [Franklin Graham](#) concluded that Jesus would have supported vaccination; [Christian Science](#) allows vaccination against COVID-19 in the name of public health.

STATE OR LOCAL LAW

Objection: The Governor signed an Executive Order, or my state legislature passed a law precluding anyone from asking about vaccination status.

Response: The only circumstance in which an organizer may not require proof of full vaccination is where state or local law precludes it from making vaccination a condition of participation. Be aware that many of these state rules are currently subject to legal challenge, enforcement of some laws or executive orders has been temporarily enjoined, and new federal mandates are making vaccination a condition of employment for many workers, so organizers should check the legal situation carefully where the event will be held.

SCIENCE: FACE COVERINGS PREVENT THE SPREAD OF INFECTIOUS RESPIRATORY FLUIDS

People become infected primarily through exposure to [respiratory fluids](#) carrying the COVID-19 virus. Generally, this refers to one person inhaling someone else's very fine respiratory droplets and aerosol particles, or having someone else's sneezed or shouted respiratory droplets and particles land in another person's mouth, nose, or eye by direct splashes and sprays.

RECOMMENDATION: REQUIRE FACE COVERINGS FOR ALL INDOOR EVENTS AND RECOMMEND THEM FOR OUTDOOR EVENTS

As a supplement to vaccination, [face coverings](#) create an [effective physical barrier](#) to the transmission of coronavirus germs. For **indoor events**, in recognition of the relatively low air flow between individuals and correspondingly greater risk of airborne transmission of the virus, event organizers should require all participants to wear a face covering over their nose and mouth at all times during an event, except when they are eating or drinking. For **outdoor events**, where the greater natural [air flow](#) and volume mitigates much of the transmission risk, face coverings are recommended but may not be required for vaccinated adults. Children ages 2 to 12 who remain unvaccinated should wear a face covering at all events, both indoors and outdoors. Most performers or presentation speakers may remove their face covering before they take the stage.

LEGAL ANALYSIS: VACCINATION AND MASK REQUIREMENTS AND THE LAW OF BUSINESS INVITEES

Legally, every worker, guest, and performer at an event space is there as a result of a contract. A contract is comprised of (a)

an offer, (b) acceptance of that offer, and (c) some consideration. The invitation to participate in the event is the offer; one's agreement to follow the venue or event rules is the acceptance; the consideration is usually payment of money. Once these three requirements are satisfied, the visitor's legal status is that of a "business invitee." Importantly, a business invitee's right to remain on someone else's property is based on their continuing compliance with the rules. Where those rules specify "No shirt, no shoes, no service," for example, the right to service is conditioned on covering one's chest and feet. Fan codes of conduct and lists of prohibited items are familiar conditions on fan invitations.

When a business invitee breaches their contract by violating a condition of their invitation, their legal status automatically changes from invitee to trespasser. A "trespasser" is anyone on the property of another person or entity without permission. Event organizers know that the remedy for a trespasser is to trespass them off the property. Participation in public events is not a right, it is the product of a contractual agreement that puts responsibilities on both the offeror and offeree.

The only circumstance in which an event organizer may not require face coverings is where state or local law precludes them from making face coverings a condition of participation. In those situations, event organizers may wish to revisit their dress code, which is usually [outside the scope](#) of state mask prohibitions.

PCR AND ANTIGEN TESTS

In the rare instance where an individual is granted an exemption from the event's vaccination requirement, this guidance recommends that they obtain a Polymerase Chain Reaction ("PCR") test taken not more than three days before they are scheduled to arrive at the event. [PCR tests](#) are the most common of several nucleic acid amplification tests that detect viral ribonucleic acid (RNA) genes and indicate a current or recent infection. A PCR test is the [most reliable and accurate test](#) available in most communities to detect active infection, but lab results can take up to 72 hours. Because PCR tests give a relatively accurate snapshot of a day the event organizer doesn't care about, the individual should isolate as much as possible after testing to maximize the likelihood their status is the same when they arrive on site. No individual relying on a PCR test should come to an event site before their Negative test result arrives.

Antigen tests have the advantages of being simpler and faster than PCR tests, providing results in just minutes rather than days. But they are less sensitive, meaning that antigen tests report more false positive tests (unlikely, but annoying) and more false negative tests (more likely and more dangerous). Antigen tests are also not free.

SYMPTOM-BASED QUESTIONNAIRES AND TEMPERATURE CHECKS CAN BE MISLEADING

COVID-19 is insidious. At least 40 percent of people who are contagious with COVID-19 will be [never experience symptoms](#). Of the people who eventually show symptoms, they are most likely to spread the virus to others during the [48 hours before](#) they look or feel sick. For these reasons, although anyone who feels sick should be denied entry into an event, proof of vaccination or a negative PCR test are more reliable indicators of one's viral status. A person may feel great and still be infectious.

CLEANING AND DISINFECTING

Although COVID-19 is transmissible through the air we breathe, and only incidentally by physical contact, personal hygiene habits vary widely. For this reason, event organizers should regularly clean high-touch surfaces and provide sanitizer throughout the event site. Microphones used during an event should be designated for individual speakers and sanitized between uses according to manufacturer's specifications. These measures will reduce the risk of spreading all germs, and they will also reassure participants that health and safety are being taken seriously.

CONCLUSION: IT'S ABOUT RETURNING TO EVENTS

This material is a snapshot of issues where the science currently seems conclusive. We have left for another day evolving operational issues such as vaccine passports or COVID compliance officers. As we follow changing circumstances, the Event Safety Alliance will remain receptive to different perspectives but guided by verifiable facts.

If it would help you work through health-related fears or hesitations, talk to us. We are dealing with these issues on our own jobs every day, and we are happy to address your questions in an open and respectful way. Our goal, which we know we all share, is to return to events, safely.

The Event Safety Alliance is a non-profit international trade association focused on improving life safety at all types of live events. Through education, training, and advocacy, ESA members work to change the culture among venue and event professionals from “the show must go on” to “life safety first.” For information about programs and membership, please visit eventsafetyalliance.org.

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