

# Personal Protective Equipment

A face covering requirement for employees is one of the responsible protocols for getting Ohio back to work, as outlined in the Responsible RestartOhio program. While face coverings and other personal protective equipment (PPE) can help prevent some exposure when used correctly, they should not take the place of other prevention strategies.

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## Face Coverings/Masks

Face coverings, or masks, can be anything that covers the nose and mouth, whether it is manufactured commercially or homemade. (Note that N95, FFP2(3) or equivalent protection must be prioritized for use by isolation and medical team members as they are more likely to be exposed to employees who are COVID-19 symptomatic.)

Per Ohio Department of Health (ODH) guidelines, face coverings are required while employers and employees are on the job. They offer an added layer of protection for individuals, but are not a substitution for social distancing and other safety measures. The safest and most risk-averse advice we can give is for you to provide and pay for masks for your employees. Also, review your policies and procedures to include mask adherence to existing dress codes and language that addresses how masks should not contain offensive or harassing images or materials.

Some questions to ask yourself before you open:

- How are you going to supply masks?
- How are you going to distribute them?
- How are you going to dispose of them?
- How will you enforce the policies and protocols around masks?
- How will you train employees on both the proper use and removal of masks?

While face coverings are required for employers and employees who are on the job, there are six exceptions:

- An employee in a particular position is prohibited by a law or regulation from wearing a face covering while on the job
- A face covering is not advisable for health purposes
- Wearing a face covering on the job is against documented industry best practices
- Wearing a face covering violates a company's safety policies
- There is a practical reason a face covering cannot be worn
- An employee is sitting alone in an enclosed workspace

It is recommended that customers and guests wear a face covering, although they are not required.

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## Face Shields

Face shields may be worn as a precautionary measure when employees are working within 3 feet (1 meter) of other employees.



**Returning to Work After  
COVID-19 Shutdown**  
An Employers Guide

**Gloves**

Based on Center for Disease Control (CDC) findings, it is not required or recommended that employees wear gloves except for isolation team members and those performing disinfection of common surfaces. However, businesses should provide gloves if mandated by local laws.

**If you have questions regarding PPE or need other corporate health assistance, please contact Summa Health Corporate Health at 330.940.5770. We are here to help you navigate this new normal, safely and efficiently.**