



**STATE OF NEVADA  
DEPARTMENT OF ADMINISTRATION  
DIRECTOR'S OFFICE**

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MEMORANDUM

May 24, 2021

TO: All Agencies

FROM: Laura E. Freed, Director  
Department of Administration

SUBJECT: **Guidance on Face Coverings in State Offices**

As you know, the U.S. Centers for Disease Control and Prevention (CDC) updated its guidance on face coverings for fully vaccinated individuals. The state Department of Health and Human Services (DHHS) provides this summary of the newest federal guidance.

- 1) Status of mask requirements for state employees, both pre- and post-June 1 building reopening:
  - a. Persons meeting the definition of fully vaccinated<sup>1</sup> no longer need to wear a mask within state/public buildings. CDC acknowledges that employees may not know if someone around them is vaccinated or not, which is why DHHS encourages everyone to get vaccinated. Vaccination protects state workers, it protects the public we serve, and it lets all of us begin to return to normal.
- 2) Status of mask requirements for staff and students at public schools.
  - a. As with state employees above, persons meeting the definition of fully vaccinated no longer need to wear a mask within public school buildings. CDC acknowledges that school staff may not know if someone around them is vaccinated or not, which is why DHHS encourages everyone to get vaccinated.
- 3) Status of mask requirements for children under 12 or those with medical conditions preventing them from being vaccinated.
  - a. Those who are ineligible to receive the COVID vaccine need to continue to wear a mask until updated CDC guidance for unvaccinated persons is published.

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<sup>1</sup> Fully vaccinated is defined as defined as two weeks after the second dose in a two-dose series, like Pfizer or Moderna, or two weeks after a single-dose vaccine, like Johnson & Johnson/Janssen.

It is important to note the following additional details on this guidance:

- CDC's guidance does not apply to healthcare settings, correctional facilities, or homeless shelters.
- People who have a condition or are taking medications that weaken the immune system should talk to their healthcare provider to discuss their activities. They may need to keep taking all precautions to prevent COVID-19.
- This guidance does not apply to travel utilizing public transportation.

In many cases, agency supervisors and managers do not have any record of which employees have been fully vaccinated and which have not. As such, it may be difficult to know which employees can remove their face coverings. As a reminder, appointing authorities may ask if employees have been vaccinated, but should not ask detailed follow-up questions that might cause an employee to divulge protected information about an employee's medical condition(s).

Additionally, employers may require proof of vaccination for any state employee who wishes to remove their face covering while in a state office. If an agency establishes such a requirement, human resources staff will be responsible for working with agency leadership and legal counsel to develop a process by which employees verify their vaccination status.

As always, we appreciate your patience and cooperation as federal guidance changes and state policies and procedures adjust to meet those changes.