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## Policy on Face Covering

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### 1. Purpose

1.1. This Policy on Face Covering is intended to:

- 1.1.1. Prevent the spread of COVID-19, Laurentian University expects that staff, faculty, students, residents, researchers, contractors and other visitors wear a Face covering in accordance with this policy and applicable laws and regulations.
- 1.1.2. Promote safety on campus, the University will follow the requirement for Face Coverings in accordance with the communication issued by Public Health Sudbury and District (PHSD) on July 2, 2020 and went into effect at 12:01 a.m. July 8, 2020.

### 2. Scope

- 2.1. All persons entering any indoor facility at Laurentian University. The University will be distributing a cloth face covering to Faculty, staff and on-campus students for their use.
- 2.2. This policy will be updated as necessary once sections of campus reopen and as public health guidelines and provincial regulations change.

### 3. Policy Statement

#### 3.1. Indoor Public & Student Area on Campus

- 3.1.1. Laurentian University will make **Best Efforts** to prohibit persons not wearing Face Coverings from entering interior facilities of the University. All persons entering any indoor facility will be expected to wear a Face Covering. The Face Covering must be worn inside the premises at all times, unless it is reasonably required to temporarily remove the Face Covering to receive the services provided by the University.
- 3.1.2. The University will post appropriate signage indicating that Face Coverings are required inside the premises and ensure that all employees are aware of the policy and are trained on the expectations within this policy.
- 3.1.3. A **Person**, except anyone performing work on behalf of the University, shall be exempt from wearing a Face Covering indoors on campus if:
  - a) The Person is a child under the age of two years; or a child under the age of 5 years either chronologically or developmentally and they refuse to wear a face covering and cannot be persuaded to do so by their caregiver;
  - b) The Person is incapacitated and unable to remove their mask without assistance;
  - c) Wearing a Face Covering would inhibit the Person's ability to breathe in any way;
  - d) For any other medical reason, the Person cannot safely wear a Face Covering such as, but not limited to, respiratory disease, cognitive difficulties or difficulties in hearing or processing information;
  - e) For any religious reason, the Person cannot wear a face covering or cannot cover the face in a manner that would properly control the source of respiratory droplets.
- 3.1.4. For clarity, students who reside in and are entering residence buildings are expected to follow this policy; however, this policy would not apply to the personal/private living area such as their apartment/room.

### 3.2. While on Campus for Work

- 3.2.1. The first priority of the University will be to ensure effective measures are in place to maintain physical distancing amongst all employees, students, researchers, volunteers and visitors. Those measures may include, but are not limited to, plexiglass barriers, floor/stairwell distancing and directional signage, services provided by appointment only, occupancy control numbers in rooms, labs, and elevators.
- 3.2.2. Unless the nature of the work, including research, or student instruction requires the use of a medical mask, all employees will be required to wear a Face Covering while working indoors when physical distancing is challenging, may be compromised, or is not possible. While in indoor, public, and student areas of campus, all those performing work on behalf of the University will be expected to follow the provisions in this policy while working and on personal time.
- 3.2.3. These expectations apply to anyone performing work on behalf of the University, such as but not limited to faculty, staff, researchers, student employees, Graduate Teaching Assistants, Work Study students, volunteers and contractors.
- 3.2.4. Anyone performing work on behalf of the University may be exempt from wearing a Face Covering on campus if they are appropriately accommodated by not wearing a Face Covering under the *Ontario Human Rights Code R.S.O. 1990, c.H.19*, as amended.

### 3.3. Face Covering Scenarios

- 3.3.1. A Face Covering would be required, but not limited to, the following scenarios:
  - Walking in a hallway or other indoor space to travel to other offices, classrooms, washrooms, food service areas, etc.
  - In a classroom, study room, gymnasium, office or meeting room when other participants are present and physical distancing of at least 2m cannot be maintained;
  - Visiting a food service area or the bookstore, even if the service area has plexiglass;
  - Using an elevator or stairwell;
  - In a laboratory with 2 or more persons where physical distancing of at least 2m cannot be maintained;
  - Walking inside between your apartment and a friends apartment;
  - Waiting at the bus stop when physical distancing cannot be maintained - GOVA Transit requires that a mask be worn while on the public transit;
  - Walking outside to the parking lot with others;

- While attending an outdoor class where physical distancing of at least 2m cannot be maintained;
- etc.

3.3.2. A Face Covering would not be required, but is still suggested, where possible, in the following scenarios:

- Eating/drinking in a designated dining area;
- Within your residence apartment, and living space;
- While a guest in the common space of the friends residence building;
- Working alone in one's own (non-public/non-student) work area/office/lab/research space and physical distancing of at least 2m can be maintained;
- Working behind plexiglass servicing people and where a physical distancing of at least 2m can be maintained;
- Walking outside to the parking lot alone;
- etc.

## 4. Definitions

4.1. In accordance with the July 2, 2020 Public Health Sudbury & Districts Instructions to Persons Responsible for a Business or Organization Permitted to Open (under the Emergency Management and Civil Protection Act, R.S.O. 1990 and related Regulations):

4.2. A **Person** means any student, customer, patron, employee or visitor, who enters the premises.

4.3. A **Face Covering** means a medical mask or a non-medical mask or other face coverings such as a bandana, a scarf or cloth (including hijab and niqab) that covers the mouth, and nose ensuring a barrier that limits the community transmission. Face shields can also be used in situations when an individual is unable to use any other type of face covering. Face shields are not acceptable forms of a face covering for the purpose of these instructions.

4.4. **Best Efforts** when restricting entry to customers wearing Face Coverings are defined as follows:

- Where an establishment has a person restricting occupancy into the premises, a verbal reminder that the customer should be wearing a Face Covering as a result of these instructions shall be given to any customer entering the premises without one. For greater clarity, there is not a need for a business to turn away the customer to achieve the best effort standard.
- For customers in a premises seen removing their Face Covering for extended periods of time, a verbal reminder to that customer of the requirement to wear Face Coverings under these instructions.

## References

[Occupational Health & Safety Act](#)

[PHSD July 16, 2022 All Employers in Sudbury & Districts](#)

[PHSD July 2, 2020 All Employers & Commercial Establishments](#)

[Ontario Government Resources to Prevent COVID-19 in the Workplace](#)

[Health and Safety Guidance During COVID-19 For Colleges \(Employer\)](#)