

## Facial Covering Policy

Purpose: To prevent the spread of COVID-19, Nipissing University expects that staff, faculty, students, contractors and other visitors will wear a face covering in accordance with this policy.

In accordance with the North Bay and Parry Sound District Health Unit directive that took effect on July 24, 2020, and in order to promote safety on campus, the University will follow the requirements for face coverings in enclosed public spaces.

1. A *face covering* is a non-medical disposable mask with a minimum of three layers that covers the mouth, nose and chin, thus ensuring a barrier that limits community transmission of respiratory droplets. The University will be providing non-medical 3-ply disposable masks to each employee as they return to work on campus. Until further notice, cloth masks will no longer be permitted on campus. This policy does not apply to:
  - a) Children under two years of age or children under the age of five years, either chronologically or developmentally who refuse to wear a face covering and cannot be persuaded to do so by their caregivers;
  - b) Individuals with medical conditions rendering them unable to safely wear a face covering. Such conditions include but are not limited to respirator diseases, cognitive difficulties or difficulties in hearing or processing information;
  - c) Individuals who are unable to remove their face covering without assistance under the Accessibility for Ontarians with Disabilities Act (AODA) or whom have protections under the Ontario Human Rights Code, R.S.O 1990, c.H.19, as amended;
  - d) Individuals whose breathing would be inhibited by wearing a face covering.
2. Implementation of this policy will be enacted and enforced in 'good faith' and should be primarily used as a means to educate people on mask use in public spaces.
3. No person shall be required to provide proof of any of the exemptions set out in section 1.
4. At every public entrance to an enclosed public space on campus, Nipissing University shall post, prominent and clearly visible signage indicating the requirements for face coverings while on the premises.
5. This policy permits the temporary removal of a face covering where necessary for the purpose of:
  - a. Engaging in physical activity within the R.J. Surtees Athletics Centre or the shared Education Centre Gymnasium; or
  - b. Consuming food or drink; or
  - c. For any emergency or medical purpose
6. When employees are working off campus, they must abide by the respective face covering policy that is in effect at that place of business.

7. Face Covering Scenarios:

- a. A face covering is required, but not limited to, the following scenarios:
  - i. Teaching/instructing in a classroom/lab/studio (Indoors/Outdoors);
  - ii. Shared office spaces;
  - iii. In elevators, stairwells, or washrooms;
  - iv. Walking in any hallways on campus;
  - v. Walking in any hallways or common spaces in residence buildings;
  - vi. Any designated meeting space where physical distancing cannot be maintained, and the door cannot be closed;
  - vii. In any retail and food service areas;
  - viii. In all designated study spaces within the Harris Learning Library or NUSU Student Centre;
  - ix. Laundry facilities in residence buildings;
  - x. Student/Staff lounge spaces on campus/residence buildings;
  - xi. Outdoors if queuing for the bus or to access the campus;
  - xii. Outdoors if working in tandem with a colleague/classmate and are unable to maintain physical distancing.
- b. A face covering is not required, in the following scenarios:
  - i. Nutrition – actively eating anywhere where food/drinks are permitted on campus;
  - ii. Individuals working alone in their personal office spaces;
  - iii. Individuals working behind plexiglass;
  - iv. Any designated meeting spaces where individuals are seated, physically distanced from one another and the door is closed;
  - v. Within your residence apartment;
  - vi. Outdoors if working in tandem with a colleague/classmate and physical distancing is possible.

Additionally, this policy requires that Nipissing University will:

- a) To the fullest extent possible, ensure effective measures are in place to maintain physical distancing amongst all persons who enter the premises;
- b) Promote hand hygiene and make available alcohol-based hand sanitizer at all entrances and exits for the use of all persons entering or exiting the premises;
- c) Ensure all employees are informed of the requirements of this policy within the return to campus information sessions;
- d) Provide a verbal reminder to any person entering the premises without a face covering that they should be wearing a face covering if able; and
- e) Provide, for persons removing their face covering for extended periods of time, a verbal reminder of the requirement to wear a face covering under this policy.

This policy will be updated as necessary, as public health guidelines and provincial regulations change.