**Company Name:** Kingston 1000 Islands Sportsplex

**Subject:** Occupational Health and Safety COVID-19 Prevention and Response Policy

**Date:** September 20th, 2021

Kingston 1000 Islands Sportsplex is committed to the health and safety of the workers and compliance with the requirements of the Occupational Health and Safety Act (OHSA) and other relevant legislation.

**Purpose:**

The purpose of this policy is for Kingston 1000 Islands Sportsplex to develop a prevention and response policy for COVID-19 as part of an emergency preparedness and response plan at the workplace. The aim is to clearly identify requirements and procedures required to control the spread of infection at the workplace while also maintaining business. The policy is based on information available at the time of its development and is subject to change based on further information provided by government, health authorities, and the latest evidence.

**COVID-19**

Coronavirus disease (COVID-19) is an infectious disease caused by a newly discovered coronavirus. This virus is causing an outbreak of respiratory (lung) disease. The World Health Organization declared COVID-19 a pandemic on March 11, 2020.

**Symptoms**

Many symptoms of COVID-19 resemble cold and flu symptoms. Common symptoms include:

* Fever
* New or worsening cough
* Shortness of breath
* Tiredness
* Loss of taste/smell
* Aches and pains

As new information emerges, please visit the Ministry of Health’s reference document for updated associated symptoms.

**Workers**

Every worker will protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by Kingston 1000 Islands Sportsplex. Duties of the worker are stated in Section 28 of the OHSA. Some responsibilities include:

* Familiarizing themselves with the symptoms of COVID-19 and self-monitoring
* Informing their supervisor and Occupational Health if they develop symptoms and do not go to work
* Following safe work procedures and properly using appropriate PPE
* Practicing good hygiene protocols including frequent hand washing, using appropriate respiratory etiquette, not touching the face with unwashed hands and avoiding close contact with people who are sick

The following measures are being taken by Kingston 1000 Islands Sportsplex, workers and visitors are expected to comply.

**Face Coverings**

Everyone must wear a mask or face covering that covers their mouth, nose and chin (with limited exceptions):

* In an indoor area of the business
* At an indoor organized public event and within two metres of another individual
* At some outdoor public events or settings
* Face coverings are required for indoor and outdoor spectators
* Face coverings are required indoors except when engaged in an athletic or fitness activity

Limited exceptions include:

* Children under two years old
* Health accommodations
  + Have a medical condition that inhibits your ability to wear a face covering
  + Are unable to put on or remove without the aid from someone else
  + Are receiving accommodations according to the *Accessibility for Ontarians with Disabilities Act, 2005* or the *Human Rights Code*
* Working in an area that allows you to be a minimum of two metres away from anyone else
* Taking of your face covering temporarily

**Physical Distancing**

According to current Government mandates:

* Every person must maintain a physical distance of 2 metres from every other person. There is no specific limit on the number of people in:
  + An indoor fitness or exercise class
  + The are of the gym with weights and exercise equipment
* Indoor capacity for the facility is limited to 50%, the maximum capacity will be posted
  + Calculated in accordance with Ontario Regulation 213/07 (Fire Code), made under the *Fire Protection and Prevention Act, 1997*

If there are spectators:

* Indoor capacity is 50% of the usual seating capacity or 1000 people, whichever is less
* Outdoor capacity for spectator is 75% of the usual seating capacity or 15, 000 people, whichever is less

Line Management:

* There needs to be maintenance of minimum two metres physical distances from others both indoors and outdoors

**Cleaning or Disinfecting**

Businesses must ensure that equipment, washrooms, locker rooms, change rooms, showers, and similar amenities that are accessible to the public are cleaned and disinfected as frequently as is necessary to maintain a sanitary condition.

**Screening**

Passive Screening:

* Patrons will be required to screen themselves for COVID-19 before entry.
* Signs will be posted

Active Screening:

* The person responsible for the facility must record the name and contact information of every person who enters the facility and actively screen individuals who enter the facility. .
* <https://covid-19.ontario.ca/screening/customer/>

**COVID-19 Vaccine**

Kingston 1000 Islands Sportsplex has an obligation to maintain a safe work environment for their workers. To help reduce the risk of COVID-19 transmission, a workplace vaccination policy is important to implement to protect workers and the public.

As per the direction of the Province of Ontario, Kingston 1000 Islands Sportsplex is implementing proof of COVID-19 Vaccination requirements to enter the facility.

Effective September 22nd, 2021, individuals 18 and older will need proof of full vaccination or medical exemption to enter the facility for organized sports. This does not apply to spectators, spectators 12 and up must be fully vaccinated.

Proof required from September 22nd to October 21st must show government issued photo ID and proof of full vaccination. Full vaccination is defined by the province as

1. A full series of a Covid -19 vaccine authorized by Health Canada
2. Received their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated

October 22nd and after individuals will be able to provide paper proof in the same process as described above or they will be able to present a QR code that will be scanned using the provinces app for businesses to verify vaccination or medical exemption status to gain access to the facility.

Medical exemptions will allow individuals without vaccinations with written documentation that has been completed by a physician MD, nurse practitioner NP.

Should anyone be unable to present proof of Covid 19 vaccination or medical exemption they will be turn away from entering the facility, no exceptions.

<http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/guidance_proof_of_vaccination>