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CITY OF
Lethbridge

COVID-19: VISITOR FACE COVERING POLICY

PURPOSE

COVID-19 is a public health concern and new biological hazard in the workplace. The purpose of this policy is to reduce the risk of spread of the COVID-19 virus at City of Lethbridge work sites and in our community. As a public service organization and employer, the City of Lethbridge must lead by example to support and comply with public health orders and recommendations, federal and provincial laws, local bylaws and other applicable requirements and standards. The health and safety of people is our number one priority.

PERSONS AFFECTED

Visitors to a City operated public place and/or a City operated public vehicle.

POLICY STATEMENT

Effective August 7, 2020, and until further notice, every **visitor** must wear a **face covering** at all times while in an indoor, enclosed, or substantially enclosed **City operated public place** or **City operated public vehicle**. A visitor accompanying a child of at least two years of age shall also ensure that the child wears a face covering while in City operated public places or vehicles.

EXEMPTIONS

Exemptions to the mandatory use of face coverings include:

- A person under the age of two (2); or person who is older than 2 years of age but is younger than 5 years of age chronologically or developmentally and who refuses to wear a face covering and cannot be persuaded to do so by their caregiver.
- Persons unable to place, use, or remove a face covering without assistance.
- Persons unable to wear a face covering due to a protected grounds under the *Alberta Human Rights Act*.
- Persons consuming food or drink in designated areas or as part of a religious or spiritual ceremony.
- Persons engaged in aquatic activities-or physical exercise.
- Persons providing care or assistance to a person with a disability where a face covering would hinder that care giving or assistance.
- Persons engaging in services that require the temporary removal of a face covering.

City of Lethbridge workers are exempt from wearing a face covering when they are in areas exclusively accessed by City workers or operating a public vehicle provided that **physical barriers** and/or **physical distancing** practices are implemented.

RESPONSIBILITIES

The **City Manager** or designate will ensure that:

- Workers are trained on this policy and its implementation, including how to respond to visitors who do not have or do not wear face covering.
- A copy of this policy is available and accessible to visitors and the general public on the City website.
- Face covering notification signs are prominently posted at entrances to City operated places and City operated vehicles.
- All City workers wear the designated type of face covering for their job position as required personal protective equipment (PPE).

ENFORCEMENT

This policy will be implemented in 'good faith.' The primary focus is to demonstrate community leadership, promote awareness, and increase the usage of face coverings in City operated public places and City operated public vehicles.

For this reason, enforcement of face covering usage or denial of services to visitors that do not comply is not the objective of this policy and it is not an expectation of any City of Lethbridge worker.

Respectful behaviour is expected and the health and safety of visitors and City workers is our number one priority. The City of Lethbridge will take all necessary steps to prevent and address incidents of **harassment** and **violence** in our workplace.

DEFINITIONS

- **City Manager**: means the City's chief administrative officer or delegate.
- **City operated public place**: means any property operated by the City of Lethbridge to which members of the public have access as a right or by express or implied invitation.
- **City operated public vehicle**: means a bus, Access-A-Ride van, or other vehicle operated by Lethbridge Transit that is used to transport members of the public for a fee.
- **Face covering**: means a medical or non-medical mask or other face covering that fully covers the nose, mouth, and chin.

- **Harassment:** means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation to a person, or adversely affects the person's health and safety.
- **Physical barrier:** means the installation of barriers to separate and prevent direct contact between people (i.e., plexiglass or sneeze guards) when 2m physical distancing is not possible.
- **Physical distancing:** means policies and procedures to keep and maintain 2m physical distance between people, including the arrangement of physical work spaces to meet distancing requirements, and limiting the number of people in the workplace at any one time.
- **Violence:** means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm, and includes domestic or sexual violence.
- **Visitor:** means any person who is not a City of Lethbridge worker.
- **Worker:** means a person engaged in an occupation, including a person who performs or supplies services for no monetary compensation.

REFERENCES

- *Alberta Human Rights Act*
- RM4: Personal Protective Equipment (PPE)
- RM13: Workplace Violence Prevention
- RM15: Workplace Health and Safety
- RM16: Workplace Harassment Prevention
- Government of Alberta--Information for Albertans
 - COVID-19 Masks
 - Guidance for Wearing Non-Medical Masks for the General Public
 - Types of Masks and Eye Protection

This is Policy will remain in effect and may be modified by the City of Lethbridge as public health guidelines and regulatory requirements evolve or Alberta's Chief Medical Officer of Health determines that wearing a face covering is no longer necessary to limit the spread of COVID-19.

REVISION/REVIEW HISTORY

- August 7, 2020. New document. initial policy approval and signature.