

Mandatory Use of Non-Medical Masks/Face Covering Policy

Policy Number:	OP-006
Policy Category:	
Approved by:	OPL Board
Accountability:	Chief Executive Officer
Approval Date:	July 27, 2020
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Next Review Date:	November 30, 2020

PURPOSE STATEMENT:

The purpose of this policy is to outline the requirements for persons entering the enclosed public place of Oakville Public Library (OPL) to wear a non-medical mask/face covering as deemed a necessary, recognized, practicable, and effective method to limit the spread of COVID-19, and thereby help protect the health, safety and well-being of the Halton Region community under the temporary Region of Halton By-Law No. 47-20.

SCOPE:

This policy applies to all library employees, volunteers, contractors, sub-contractors, consultants, workers and every person accessing the library for services.

POLICY STATEMENT:

OPL requires employees, volunteers, contractors, sub-contractors, consultants, workers and every person accessing the library for services to wear a non-medical mask/face covering when entering and remaining inside enclosed public place within OPL. The non-medical mask/face covering must cover the nose, mouth, and chin without gaping.

The following are exemptions from the requirement of wearing a non-medical mask/ face covering in enclosed public place within OPL and will not be required to provide proof of such exemption:

- i. the person is under three years of age chronologically;
- ii. the person is under three years of age developmentally and they refuse to wear a Mask or Face Covering and cannot be persuaded to do so by their caregiver;
- iii. the person has an underlying medical condition where wearing a Mask or Face Covering would inhibit the person's ability to breathe in any way;
- iv. the person may experience a negative impact to their emotional well-being or mental health;
- v. the person has a developmental disability which inhibits their ability to wear a mask or face covering;

- vi. the person has a disability whereby the wearing of a mask or face covering would limit their ability to reasonably communicate with others or otherwise present a hardship for a person or persons assisting the individual;
- vii. the person is unable to place or remove a Mask or Face Covering without assistance;
- viii. persons temporarily removing their Non-Medical Mask / Face Covering when necessary for receiving services (such as having a meal), or while actively engaging in an athletic or fitness activity; and
- ix. employees and agents of the person responsible for the Public Place within an area designated for them and not for public access, or within or behind a physical barrier.

No person shall be discriminated against for not wearing a non-medical mask / face covering due to an exemption.

Employees will not be required to wear a non-medical mask/ face covering in staff-only areas within a public place unless outlined in the Health & Safety Standard Operating Procedures for the Use of Masks and Gloves During a Pandemic.

Signage regarding the by-law and the mandatory use of non-medical masks/face coverings shall be posted at all entrances and reinforced by staff.

DEFINITIONS:

Public Place - means all places that the public has access to within the library facilities