COVID-19 GENERAL WORKPLACE GUIDELINE (GWG)

This guideline applies to all work and study areas including research spaces, in-person instructional activities and events*.

*This document replaces the Guideline for Reopening Research Spaces, the In-Class (In-Person) Instructional and Teaching Lab Guideline and the Events Guideline.

Prepared by
Environmental Health & Safety
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1 INTRODUCTION

As government regulations and public health advice continue to evolve, the University is resuming operations that were closed or operating with reduced occupancy due to the COVID-19 pandemic.

In so doing, the health and safety of people in these spaces must continue to be a priority and appropriate public health measures put in place. These measures will consider such factors as legal obligations, public health advice, and operational considerations. The University will need to put in place measures to protect the health and safety of its faculty, librarians, staff, students and other members of the U of T community, and to provide reassurance to community members who may have concerns about COVID-19 transmission.

This guideline is also a consolidation of various tools and resources from the University and other public health authorities that will be useful. This document is intended for CAOs, HR managers, Chairs, Directors, Deans and academic and research leadership and is updated on a regular basis.

At U of T, the potential stages of restart will follow the steps set out in Ontario’s framework (https://www.ontario.ca/page/reopening-ontario), implemented to our institutional circumstances. The steps are outlined below but for more information, please refer to the UTogether website: https://www.utoronto.ca/utogether/.

2 SCOPE

These guidelines apply to all buildings and areas occupied or operated by the University of Toronto at all campuses and other off-campus locations. This guideline contains general considerations that should be reviewed in the context of re-entry preparations. This includes spaces that are used by students and other visitors. It applies to all faculty, librarians and staff. For student-related queries, please refer to specific guidelines as they become available.

ROLES AND RESPONSIBILITIES

Unit or Department Heads

- Provide support as required for units in their return to in-person and for those continuing or increasing operations.
• Incorporate guidance in this document in re-entry considerations where operationally feasible and appropriate. Ensure re-entry complies with public health/provincial guidelines and this guideline.

* Individuals working in research affiliated institutes and/or hospitals must follow the host location’s guideline and/or directives in addition to applicable health and safety requirements in this Guideline.

Supervisors, Managers, Academic Administrators & Principal Investigators (PIs)
Before resuming operations, any individuals who supervise other employees must:

• Incorporate guidance in this document in re-entry considerations where operationally feasible and appropriate. Allow sufficient time for planning and implementation prior to resuming operations. Obtain approval from the designated unit lead. Stay current on local public health and provincial requirements and review and modify procedures/communications periodically.

• Ensure unit-level enforcement plans are fair, unbiased and non-discriminatory. Issues regarding compliance are expected to be varied and unique and are to be assessed on a case-by-case basis by applicable unit leads. Confirm that measures put in place (e.g. PPE requirements) are compliant with accessibility requirements.

• Ensure re-entry complies with public health/provincial guidelines and this guideline and enforce policies (e.g. masks) as required.

• Provide equipment, PPE, instructions or other resources where applicable and appropriate.

• Ensure faculty, librarians, staff and students are provided with appropriate, accessible communications and training on the re-entry requirements including COVID-19 measures. Examples of responses to frequently asked questions and concerns can be found in the Manager’s Guide to Returning to Operations on Campus (please refer to the HR& Equity Management Resources section at the link).

• Ensure the re-entry procedure is readily available to applicable employees and students. Policies and procedures may change due to public health directives.

• Ensure that contractors or external vendors engaged directly by the unit to perform work in occupied buildings and shared work areas are also aware of this guideline and comply with their sector-specific COVID-19 procedures upon resumption of operations. Please submit the COVID-19 Contractor/Externals Safety Acknowledgment Form. Also refer to the section on External Groups at the end of this chapter.

• All individuals must complete self-screening assessment (Ucheck) each day they visit any one of the three U of T campuses or any other property owned or operated by U of T. This self-assessment MUST be completed BEFORE coming on-site. For more information, please see Ch 3 Self-Screening (UCheck).

• For assistance regarding employee mental health issues, please contact your Divisional HR
Office for consultation if needed. For students requiring accommodation, please contact the Office of the VP-Provost Students for assistance. Units may consider having a designated person receive and collate all queries to ensure consistent, clear messaging and follow-up.

- For some individuals, there may be considerations such as health status (i.e. individuals within the category considered at-risk by provincial public health officials). Employees may be entitled to accommodation under existing processes. Please contact your divisional HR office if you require further information on supporting employees involved with sick leave and workplace accommodation. For students requiring accommodation, please contact the Office of the VP-Provost Students for assistance.

- Some individuals may have caregiving obligations or live with an at-risk individual. Employees may be entitled to unpaid leaves of absence or measures of accommodation under existing processes.
  - If a faculty/librarian/staff member requests workplace accommodation, the applicable HR & E office (e.g. divisional HR office, Health and Well-Being, Family Care Office) will provide guidance.
  - For students requiring accommodation, please contact the Office of the VP-Provost Students for assistance.

**All Employees**

If returning to our campuses to work, all employees must:

- Report hazards and concerns to their supervisor/unit head.

- Request accommodation where applicable by speaking to their supervisor/manager/unit head or HR.

- Review and follow instructions in the re-entry procedures specific to your work unit.

- Self-screen (UCheck), wear a mask and where applicable, use equipment and/or PPE as where applicable and appropriate. Upon completion of the UCheck self-assessment, if the individual receive a “red” status, the UCheck web portal prompts them to stay home, and immediately connect with their Manager, Supervisor, Dean, Chair or Academic Director to discuss next steps if they need to come to campus.

- In addition to using UCheck, employees must continue to inform their direct manager or supervisor through normal processes if they will be absent due to illness, including cold or flu-related absences. Employees who are ill with any cold or flu-like symptoms must stay home, and not attend campus. **NOTE**: Employees are no longer required to fill out the COVID-19 Employee Absence Self-Declaration Form on the HR Service Centre if self-isolating or ill due to COVID-19.

- Stay home if sick. Immediately contact the U of T’s Occupational Health Nurse at ehs.occhealth@utoronto.ca if they test positive for COVID-19, have COVID-19 related symptoms or receive a “red” Ucheck screen – see Ch 4 for more information. Individuals who
are off-campus (e.g. working at home, studying abroad, returning to Canada after international travel, close contact of a confirmed case, etc.) and were not present on UofT property within 48 hours of experiencing symptoms or testing positive (PCR and/or RAS) for COVID-19 are not required to contact the OH team but may do so if they have any questions or need guidance. Individuals should however contact the OH team if they are planning to come to campus immediately following their isolation for clearance to come to campus. Individuals are required to contact the OH team (ehs.occhealth@utoronto.ca) if they are planning to attend campus immediately following their isolation for clearance.

Students

If returning to campus, students must:

- Report hazards to their academic supervisor or contact.
- Review and follow instructions in the re-entry procedures specific to your academic or research unit.
- Self-screen (UCheck), wear a mask and where applicable, use equipment and/or PPE where applicable and appropriate. Upon completion of the UCheck self-assessment, if the individual receive a “red” status, advise their supervisor, undergraduate coordinator, or graduate coordinator of their status if they are sick or self-isolating if they have been on campus.

In addition to using UCheck, students must continue to inform their supervisor, undergraduate coordinator, or graduate coordinator, through normal processes if they will be absent due to illness, including cold or flu-related absences. Students who are ill with any cold or flu-like symptoms must stay home, and not attend campus.

- Declare their absence through the Absence Declaration tool on ACORN if they are sick or self-isolating.
- Stay home if sick. Immediately contact the U of T’s Occupational Health Nurse by email at ehs.occhealth@utoronto.ca if they test positive for COVID-19, have COVID-19 related symptoms or receive a “red” UCheck screen – see Ch 4 for more information. Individuals who are off-campus (e.g. working at home, studying abroad, returning to Canada after international travel, close contact of a confirmed case, etc.) and were not present on UofT property within 48 hours of experiencing symptoms or testing positive (PCR and/or RAS) for COVID-19 are not required to contact the OH team but may do so if they have any questions or need guidance. Individuals should, however, contact the OH team if they are planning to come to campus immediately following their isolation for clearance to come to campus. Individuals are required to contact the OH team (ehs.occhealth@utoronto.ca) if they are planning to attend campus immediately following their isolation for clearance. Abide by the relevant sections in this guideline if employed by or conducting work for the University.

For more information, please see the COVID-19 Information for University of Toronto Students.
Campus-Specific Property Management / Facilities Management Groups

Before resuming operations, property and facilities management groups must:

- Review this guideline, and in consultation with appropriate stakeholders, implement measures in this guideline in common and shared areas in buildings (e.g. post signage regarding mask usage and UCheck). Post clear instructions to ensure communication for all building users, including visitors.

- Ensure that contractors are aware of and comply with the COVID-19 procedures applicable to the areas in which they will perform work – please refer to the “External Groups” section later in this chapter.

Joint Health and Safety Committee (JHSCs)

During this highly complex time, the role of the JHSC, as part of the Internal Responsibility System, remains unchanged. As employees return to work on-campus, all JHSCs must:

- Ensure the workplace internal responsibility system is functioning by holding regular meetings and conducting monthly workplace inspections to ensure workplace hazards are addressed.

- Participate in applicable hygiene sampling plans, work refusals and critical injury investigations.

- Act as a resource for employees and receive their health and safety concerns when an issue is not resolved with the employee’s supervisor and manager.

- Virtual inspections are an interim measure in place of in-person, monthly workplace inspections. As there is a gradual return-to-campus, virtual inspections may not be required. However, in the event that virtual inspections are required, the JHSC manager will contact the committee to schedule as required.

- Workplace inspection information is readily available to all committee members. If individuals have questions regarding workplace inspections, they are encouraged to contact their supervisor or engage their JHSC.

- Contact the U of T JHSC Manager, if they have any concerns: ehs.jhsc@utoronto.ca.

Environmental Health and Safety

Environmental Health and Safety is responsible for:

- Developing and periodically updating this guideline, in consultation with the appropriate
stakeholders, based on the changing COVID-19 situation and public health directives.

- Managing all COVID-19-related employee cases and risks at the University via the Occupational Health Nurse.

- Conducting unannounced safety and regulatory visits and audits in research spaces while respecting capacity limits (if any) established by lab staff.

- Identifying and facilitating best practices for COVID-19 safety.

- Being available for consultation as needed.

### External Groups

External groups such as contractors, tenants, external groups that have a service agreement, occupancy agreement, lease agreement, etc. are responsible for following UofT procedures in common areas such as elevators, lobbies and hallway (e.g. directional arrows). For spaces under their control, external groups are responsible for assessing their operations and developing/implementing COVID-19 related measures. External groups and their UofT contact must also sign and return COVID-19 Contractor/Externals Safety Acknowledgment Form and provide a copy to their UofT Contact.

The COVID-19 Contractor/Externals Safety Acknowledgment Form includes insurance requirements for external parties who attend university premises. In some cases, such as small vendors and individual contractors who may not have any liability insurance Units will need to determine whether to exercise discretion where appropriate to allow the external contractor to assume contractual duties without insurance. Careful consideration regarding when, how and by whom these decisions are made and whether the unit would assume responsibility for a claim arising from an uninsured contractor would need to be assessed on a case-by-case basis. Units are advised to limit these situations where it has assessed the risk. Units are instructed to advise contractors to seek out resources and platforms where certain classes of activities/workers can purchase insurance on a short-term basis at affordable rates. This is an example (not endorsement) of a company that can provide such short-term insurance: Duuo – each contractor should do their due diligence and evaluate the product that suits their work activities. UofT units can contact EHS (ehs.office@utoronto.ca) if they require assistance.

If applicable, units should consider emergency repairs and whether their contractor/vendor has fully vaccinated staff to send to UofT premises. If the contractor is not able to check off the appropriate box regarding vaccination in the COVID-19 Contractor/Externals Safety Acknowledgment Form, please contact EHS for guidance. Depending on the nature of the situation, additional public health measures may be needed for the duration of the emergency visit (e.g. limiting use of the area to essential staff who are fully vaccinated, rapid antigen screening protocol contractor will follow prior to coming on site, etc.). If the contractor is arranged through a different UofT unit (e.g. facilities), please confirm with your property manager or local facilities group has submitted an Acknowledgement Form. However, the expectation is that the contractor...
would comply with the UofT vaccination requirement and exemptions are only considered on a case-by-case basis.

The COVID-19 Contractor/Externals Safety Acknowledgment Form will be integrated into central procurement process such as the Purchase Order Terms and Conditions and the Invitation to Quote forms). For more information, please refer to the Procurement Services website.

3 MEASURES TO REDUCE THE RISK OF TRANSMISSION

Certain key elements need to be addressed in operating procedures and must be in place before on-campus operations resume. Units should utilize these workplace guidelines in order to develop their own COVID-19 procedures for their specific workplace.

For an overview of recent COVID-19 changes/continuing measures, please refer to the EHS COVID-19 webpage.

PERSONAL MEASURES TO REDUCE RISK OF EXPOSURE

Units should advocate the following Infection Prevention and Control strategies, which are based on government and public health directives:

1. Avoid touching your face, nose or mouth with unwashed hands.
2. Wash your hands often and thoroughly with soap and water or alcohol-based hand sanitizer.
3. Practice proper respiratory etiquette, such as sneezing and coughing into your elbow.
4. Do not shake hands.
5. Maintain physical distancing of two metres or more where possible.
6. Individuals who are sick or who have COVID-19 related symptoms should stay home. Complete a UCheck self-assessment before arriving on campus.
7. Follow all applicable policies, including the Policy on Face Masks.

In order to support the above strategies, conspicuously post the public health posters that are linked in Appendix A. Resources for COVID-19 of this guideline.
SCHEDULING & WORKFLOW

As more campus activities resumes, where operationally feasible, units are encouraged to shift to in-person activities gradually (e.g. increasing in-person services and phasing out virtual services over a number of weeks).

Where operationally feasible units should implement staggered shifts/use of eating, lunch and break rooms if masks are to be removed for eating/drinking. Physical distancing (2m) is highly encouraged in eating/drinking areas (mask off). Where feasible, units are encouraged to designated separate eating areas with physical distancing for individuals who wish to eat in space with physical distancing (e.g. meeting room that staff can book for eating lunch).

Where crowds and line ups are expected, units should have a plan for managing queues and congestion: e.g. designated locations for overflow and line ups, visual cues to encourage distancing to extent possible, staggering arrivals, scheduling appointments instead of drop-ins, providing some virtual options. Where practicable/possible:

- Clearly demarcate the flow of traffic into and out of the room and queuing outside of the room. This may be exterior of the room or outside of the building depending on the location of the classroom and number of students. When queuing outside of an instructional space, a mask must be worn. Physical distancing is recommended where feasible.
- Post signage and visual cues (e.g. signage, arrows, and floor decals) to direct all to move only in a clockwise direction.
- Where possible, entry and exit paths should be through separate marked doors, otherwise, keep to the right.
- Consider providing COVID-19 related training on procedures, UofT policies, expectations, behaviour to all students during the orientation week, the first lecture or during first in-person session.

PHYSICAL DISTANCING

Ontario entered the Roadmap Exit Step of the province’s Reopening Plan on March 1, 2022, and as a result, many public health restrictions have been relaxed or removed. Capacity limits and physical distancing in indoor spaces such as offices, meeting rooms, event spaces, food service areas, and gyms are no longer required. Units can exercise discretion regarding distancing in their workspaces, taking into consideration health needs of those visiting or entering the spaces. Where appropriate and/or based on previous security and access control considerations, units may continue restricting building access (e.g. to fob/key only). Divisions may proceed to remove capacity and physical distancing signage per their divisional re-entry preparations.

Physical distancing may still be required in certain scenarios where masks are removed. E.g.: instructor who have a mask exemption (see Ch 10 In-Person Instruction) should still maintain physical distancing between themselves and students sitting in the front rows when lecturing in front of the room.

Physical distancing (2m) is highly encouraged in eating/drinking areas (mask off). Where feasible, units are encouraged to designated separate eating areas with physical distancing for individuals.
who wish to eat in space with physical distancing (e.g. meeting room that staff can book for eating lunch).

**PROTECTIVE BARRIERS**

Generally barriers are not required at workstations where there is limited contact with the public and when physical distancing is not required. In some environments (e.g. public facing reception areas where there frequent short interactions, ticket counters), protective barriers may be installed at the discretion of the unit/Division/Department.

When designing/determining the need for physical barriers, the advantages and disadvantages of the barriers should be considered. For more information, please also refer to [Physical barriers for COVID-19 infection prevention and control in commercial settings](#).

**Prior to making any physical changes to the workplace, any installation that involves the disturbance of building fabric (e.g. walls, flooring, ceiling) should be evaluated for asbestos.** For example, some lab countertops may also contain asbestos. Please always work with your Property Manager or local facilities group to ensure proper procedures are followed. Please also work with your Property Manager or local facilities group for moving any furniture or heavy items to reduce the risk of injury.

Consideration must be requirements when making changes to physical workspaces – please contact your Divisional HR Office or the AODA Office for assistance.

**VENTILATION**

Public health authorities and medical evidence continue to state that the risk of transmission is greatest when in close contact with an individual who is positive for COVID-19 ([CDC](#) and [PHAC](#)). Although close contact with an infected person is the dominant mode of transmission, it can be transmitted over longer distances by aerosols and /or under favourable conditions (e.g. activities that increase generation of respiratory droplets and aerosols, overcrowding, poorly ventilated spaces). The risk is increased in crowded, inadequately ventilated settings, and with increasing time spent under these circumstances. Transmission may also occur from touching a contaminated surface and then touching your eyes/nose/mouth. Key strategies to reduce transmission risk include vaccination, limiting contacts, health screening and self-isolation of people with symptoms, hand hygiene and masking (respiratory source control) in addition to indoor air quality improvement through ventilation and filtration. The University has implemented a [multi-layered strategy for a safe return](#) to in-person instruction and activities on-campus. As part of this strategy, the University of Toronto has also developed and implemented a [Tri-campus HVAC Strategy](#) as part of an overall ventilation strategy for both instructional and non-instructional spaces and buildings.
According to a report by the [European Centre for Disease and Control](https://www.ecdc.europa.eu/), a well-maintained ventilation system with the appropriate filters will remove and dilute virus laden particles. It also notes there is little chance of infectious aerosols transmitting COVID-19 through a building’s ventilation system. The report recommends keeping ventilation systems in good operation and running for an extended period before and after building occupancy. Doing so helps decrease the transmission risk of COVID-19 in indoor spaces. As part of the [Tri-campus HVAC Strategy](https://www.utoronto.ca/health-safety), where applicable, measures have been taken to increase ventilation (e.g., performing air flushing two hours before occupancy every morning and upgrade filtration) and upgrading ventilation. Per public health, where possible, filters have been upgraded to MERV-13 rating (Minimum Efficiency Reporting Values, or filter’s ability to capture particles between 0.3 and 10 microns (µm)). Same as before the pandemic, the University continues to maintain our ventilation systems on a regular basis.

In general building areas such as administrative offices, hallways, and meeting rooms, portable air filtration is generally not required. Measures such as vaccinations, daily health screening (UCheck), masking, staying home when sick, etc. continue to be in place in these spaces. If you have questions about your particular area, please contact EHS. The University continually monitors public health guidance and emerging best practices to update our procedures and guidance. Units should avoid purchasing portable air filtration units on their own unless they have consulted with EHS and their local facilities group.

In spaces that do not have mechanical ventilation, where possible, open windows and doors and continue with additional recommended public health protective layers: vaccination, mask use, daily health screening (UCheck), staying home when you are sick, finding alternatives for higher risk activities where appropriate (e.g., virtual participation in events), enhanced disinfection and increased hand hygiene. Note that many tasks at the University, such as general office activities or other administrative tasks confer a lower risk of transmission of COVID-19 compared to higher risk workplaces such as healthcare settings where aerosol-generating medical procedures take place.

**In-person instructional spaces**

This section describes the processes for in-person instructional spaces. For a definition of in-person instructional activities, please refer to Ch 10.

| Type of instructional space | Classroom * - All Categories  
1.1 Tiered Classrooms  
1.2 Non-Tiered Classrooms and  
1.3 Active Learning Classroom Spaces | Non-classroom instructional activities (i.e. other spaces not in Category 1.1-1.3) – “high” density instructional space |
|-----------------------------|--------------------------------------------------------------------------------------------------|
| Assessment type (University Level of HVAC Assessment required) | Level 1 HVAC Assessments conducted in applicable buildings per the [Tri-campus HVAC Strategy](https://www.utoronto.ca/health-safety):  
- Maintenance as per regular preventative maintenance cycle | Level 1 HVAC Assessments conducted in applicable buildings (see description on the left).  
To determine if a Level 2 Assessment should be conducted: |
- Operation of HVAC system
- MERV 13 filters or the highest compatible filter with existing HVAC infrastructure have been installed
- System is programmed to start 2 hours pre-occupancy (default time to be used is 6am)
- System operates for 2 hours post occupancy
- Demand control ventilation has been disabled

**Level 2 HVAC Assessment against internal 6 equivalent ACHs (Air Changes per Hour).** Where a classroom cannot meet the internal target of 6ACHs based on operation/modification of the existing central ventilation system, additional air filtration will be installed to meet the internal target.

If it is not possible to install additional air filtration, in-person instruction may proceed in these spaces if additional measures are applied (see below)

1. Where possible, instructional classes and academic instruction scheduled in non-inventoried classrooms or spaces without mechanical ventilation should be relocated to one of the 1000+ designated 6 ACH inventoried instructional spaces (i.e. Level 2-assessed) per the webpage.

2. If, due to specialized equipment needs, room logistics etc., the activity cannot occur in an inventoried instructional space, the unit will review to determine whether the activity can be modified to take place in an inventoried (HVAC assessed against 6 eq ACHs) classroom. EHS to assess and only in the RARE cases where the activity cannot be moved to an inventory classroom after exhausting all tenable options would we proceed to option 3-4 below. **The expectation is that academic units will modify pedagogical approaches to allow course content delivery for classes to occur within an inventory classroom ONLY.**

3. If the EHS/unit assessment determines that it is essential to proceed with in-person instruction in a non-inventoried classroom, the unit may request a Level 2 ventilation assessment from F&S (Utilities)/Facilities Management using this template. Prior to submitting a request, please check the webpage to verify that the space has not been assessed yet. F&S (Utilities)/Facilities Management will review the request/information. If the space meets the criteria of a “high” density instructional space (65 persons/100 sq. metre**), a Level 2 ventilation assessment (6 eq. ACHs) will proceed. Per the assessment, air filtration units can be installed within the space or use of alternate appropriate air filtration units can be employed to accommodate the activity as intermittently required. Only appropriately selected air filtration units as per F&S (Utilities)/Facilities Management are to be used for this purpose and will be provided and maintained by F&S/Facilities Management ONLY.

4. If the space is not a high-density instructional space, a Level 2 assessment is not required. In-person instruction may proceed in these spaces if additional measures are applied (see Additional measures below).

### Additional measures (if applicable)

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<td>1</td>
<td>Physical distancing to the extent possible is encouraged.</td>
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<tr>
<td>2</td>
<td>Consider reducing class size to &lt; 65 persons/100 sq. metres (e.g. open additional sessions or break up class into several rooms).</td>
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<tr>
<td>3</td>
<td>Remind students and instructors that medical masks are recommended: <a href="https://www.uoft.ca/about/lost-found/">Information about masks</a></td>
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<tr>
<td>4</td>
<td>Open windows and doors where feasible (weather permitting).</td>
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</tbody>
</table>

*Definition of classroom: Per the Council of Ontario Universities (COU) a classroom includes: 1.1 Tiered classrooms: Tiered or sloped floored lecture theatres, lecture rooms, lecture demonstration rooms, and classrooms; 1.2 Non tiered classrooms: Flat floored lecture rooms, classrooms, seminar rooms, and tutorial rooms; 1.3 Active learning classrooms: Pedagogical space primarily moderated for group interaction. (The room may or may not utilize technology. The focus is on group learning. These may be tiered or non-tiered spaces).**

**Based on ASHRAE standard 62.1 - Minimum ventilation rates listed in Table 6.1 are based on using this default occupancy (density). Data for room density is derived from room seat capacity and room volume data.

For units that have high density academic instructional spaces that have not been assessed yet, please contact your property manager and cc EHS ([ehs.office@utoronto.ca](mailto:ehs.office@utoronto.ca)).
Ventilation shutdowns

Local facilities groups planning for shutdowns should liaise with building occupants to discuss the impact/affected areas of ventilation shutdowns and develop a schedule to accommodate occupant usage of the affected spaces. For prolonged shutdown periods (e.g. more than 1 day’s duration), additional assessments/measures may apply, please contact EHS for assistance. Where feasible, departments may implement physical distancing measures in the event of a prolonged shutdown. For prolonged shutdown periods (e.g., more than 1 day’s duration), additional assessments/measures may apply, please contact EHS for assistance.

CLEANING AND DISINFECTION

Caretaking will implement applicable procedures for high touch areas in common spaces (such as doorknobs, elevator buttons, light switches, handrails, etc.). For more information, please refer to the Tri-Campus COVID-19 Caretaking Strategy for Return to the University or Public Heath Ontario’s Cleaning and Disinfection in Public Settings.

Units/departments are responsible for disinfecting high touch areas in their workspace (such as workspace countertops, shared equipment/tools) throughout the day and to minimize share items (e.g. pens, markers, tools, equipment, etc.). Where possible, individualized equipment should be provided. Units can contact Caretaking for supplies.

Considerations for disinfection:

- If using reusable cloths to disinfect, change cloths regularly and use sufficient amounts disinfectant to wet the surface being disinfected. Follow manufacturer’s instructions on use and contact time. Depending on the product, you may be able to spray directly on the surface and allow it air dry without wiping. Reusable cleaning items can be washed using regular laundry soap and hot water (60-90°C).
- After disinfection is completed, the item or space can return to normal use/operations.
- Objects or spaces that cannot be disinfected or cleaned: The risk associated with transmission with shared objects is low and focus should be on regular hand hygiene and respiratory etiquette to reduce the risk of transmission. As an added measure, in situations where objects are difficult to disinfect, disinfect the accessible surfaces (if applicable) and quarantine/isolate for 72 hours before reuse.

Discourage sharing of equipment such as telephones, keyboards, desks or workstations. Please refer to the General Assessment Tool for more information. Shared equipment and surfaces (e.g. benchtops) must be disinfected between users (e.g. before and after use).

Disinfectants must have a Drug Identification Number (DIN) from Health Canada or be approved by Health Canada for use against COVID-19. Follow manufacturers’ recommendations for contact time. In addition, a laboratory or research environment, lab members may use the following chemicals for disinfection:

a) 0.1% sodium hypochlorite (active ingredient in bleach) for 5 minutes of contact time then rinsed with water – note that sodium hypochlorite is corrosive;
b) 70% ethanol;
c) 0.5% accelerated hydrogen peroxide products such as PreEmpt.

**Paper, mail, packages and deliveries:** The risk of the virus transmitting as a result of handling paper, mail, packages and deliveries is low. General precautions for further reducing risk include: where possible, implement contactless delivery and use electronic documents. Practice frequent hand washing with soap and water (or use hand sanitizer if hand washing facilities are not available) after handling a package. Avoid practices such as passing handouts to the back of the room between students. Instead, lay out papers individually at the designated seating area or lay out individually at the entrance for pick up. For roles which require frequent handling of deliveries, the use of disposable gloves may be considered. Employees should continue to practice good hand hygiene since gloves are not a replacement for washing hands regularly. Where practicable, consider wiping down the outside of packages with disinfectant.

If your department receives regular deliveries, develop safe work procedures which include:
- Delivery personnel must wear a mask
- Deliveries should be completed under 15 minutes
- Follow contactless delivery such as posting a phone number for the delivery personnel to call, designating a physically distanced drop-off point and staff members retrieving the items after the delivery personnel has left.
- Delivery personnel are expected to self-screen at the building entrance. Please ensure that the [COVID-19 Restricted Access Self-Screening Poster](#) is posted at every entrance including loading docks or other access points.
- Designate one location for any deliveries to the space and disinfect items centrally.
- Assign delivery management and disinfection as a task to specific employees (e.g. lab technicians in a lab setting) only.
- Try to coordinate delivery of all needed supplies for one day of the week, reducing the frequency during the week.

For teaching labs, students are responsible for bringing their lab coats. If the department finds students are forgetting to bring or purchase lab coats, please consider the following guidance:
- Send regular reminders to students.
- Investigate the feasibility of selling lab coats on-site
- As a last resort, to keep up with demand, quarantine shared lab coats used (e.g. once for 3hrs) for 3 days (72 hours) before lending again. There should be a system to record when the lab coat can come out of quarantine and will have separate storage spaces/holding areas for each set of lab coats based on when they can come out of quarantine. Continue regular laundry of lab coats per usual processes.
- Please contact EHS for a review. Depending on lab activities, there may be additional considerations (e.g. type of chemical, biological or physical agents) on whether lab coats can be reused, for example, from a chemical contamination standpoint if there has been a spill the shared lab coat should be laundered.

**SELF-SCREENING (UCHECK)**
All members of our community who come onto U of T campuses or premises must complete a health screening and be fully vaccinated against COVID-19 and are required to upload proof of full vaccination via UCheck. UofT community members (with valid UTORIDS) must use the UCheck web portal where possible for health screening and would use the paper forms only in extenuating circumstances, e.g. forgot their device at home that day. Note: the paper form does not replace the requirement to upload proof of vaccination in Ucheck.

The UCheck web-portal is only accessible to users with an active UTORID and an active record in one of these university systems: HRIS, ROSI, PRS, PGME. If not, the individual will need to use the paper based self-screening form which can be downloaded on the Ucheck webpage.

***The self-screening must be completed daily. If you have completed UCheck the day before but within the last 24 hours, please re-log in and complete the assessment for each day you are on-campus so that your green screen shows today’s date.***

Ucheck reminders and compliance takes place in a number of ways:

- A dashboard is available to leadership in all areas that indicates real-time status of health screens. This is available to CAO’s for staff, and appropriate leadership for faculty (chair, vice-dean, etc.).
- In addition, the Ucheck Administrative Dashboard is available for managers to review screening completion of their employees. For more information, please refer to the “UCheck Dashboard Compliance For University of Toronto Managers” in the HR Manager’s Toolkit. The Toolkit is accessible through the HR Service Centre (under “Categories”) and the COVID-19 Self-Assessment: A Guide for Managers, Supervisors, and Academic Administrators in the HR Leadership toolkit. It is recommended that managers review screening completion of all employees who are working on-site on a daily basis, ideally at the beginning of the work day/scheduled shift as appropriate. Where applicable, managers should contact their leadership/CAO/divisional HR Office for unit-specific procedures. If there are employees missing from your list, please contact your divisional HR office. The listing of employees is based on HRIS data. Please note that for casuals, the reporting relationship is to the CAO.
- Where appropriate, supervisors/managers to require Ucheck verification at the beginning of the shift, week, etc. to ensure compliance
- Some Ancillary and Library facilities are asking individuals to display their green ucheck screen before entering the building (e.g. Robarts, KPE, Hart House, etc.).
- The UCheck Ambassador Program is a friendly and educative way to remind members of our community to complete their UCheck health screening each and every day they are on campus. The program uses small teams of UCheck Ambassadors to visit high-traffic locations across U of T campuses. These trained ambassadors will ask every individual approaching a building entrance or space if they have completed their health screening in UCheck. For additional information, please also refer to the UofT News article: U of T’s UCheck ambassadors remind community members to complete COVID-19 self-screening.
- EHS lab inspections will now include verification of UCheck
- Where appropriate, supervisors/managers to require Ucheck verification at the beginning of the shift, week, etc. to ensure compliance
- Employee memos: https://people.utoronto.ca/category/covid-19/
• Reminders and communications through various social media sources (e.g. UTtogether webpage, Ucheck webpage, UofT Student Life website, twitter and newsletters.

The following prompts are also used to remind faculty, staff and students to complete UCheck:

• Link to UCheck located across the top of the UofT website
• A banner reminder appears in Quercus to complete UCheck
• Instructor slide deck with reminders regarding UCheck, vaccination, masks, etc. – please refer to the COVID-19 In-Class Instruction Guidelines for Course Instructors and First Class or Tutorial Slide Deck.
• Instructors/TAs may ask to see students’ UCheck status before entering a classroom but this is not required. If Ucheck verification will take place, please ensure this is communicated ahead of time. For exams, please consider the logistics measured below when considering if Ucheck verification should take place.
• Reminders on the Office of the Vice-Provost Students webpage.

When verifying UCheck, units need to consider the following principles in determining whether this is applicable:

• Importance of in-person activity and the health and safety of our community.
• Equity in approach across campuses and divisions. While checks may vary on location or timing, where they are in place, everyone should be checked.
• Focus on higher risk activities/environments (e.g. live screening may be beneficial such as libraries, student orientation events, front-facing receptions etc.).
• Dedicated consistent resources to apply live screening (e.g. staff for controlled entry point e.g. athletics card swipe entry points).
• Friendly and educative approach to on-site checking by ambassadors/staff.
• Culture of support for those staying home with mild symptoms.

Units that do not verify the UCheck status of each person should have a process to regularly communicate/remind faculty/staff/students and visitors to use UCheck (or complete the paper-based screening form) before attending campus. Examples are:

• Posting Ucheck signage in conspicuous locations.
• Periodically at the start of class – please refer to the COVID-19 In-Class Instruction Guidelines for Course Instructors and First Class or Tutorial Slide Deck
• Reminders – emails, memos, meetings (minuted), tag line in email signatures
• During booking or appointment-making process
• Incorporating reminders in front facing positions: “Hi, just a reminder that you must complete your UCheck health screening before entering…”

Note: the above may also be applied to units who do choose to implement live UCheck screening.
The university has also conducted an assessment and has identified high volume buildings/areas that are used by multiple community groups e.g. students, staff, visitors etc. UCheck validations are required at these locations - point of entry or point of purchase. Please note the listing below may change periodically as the pandemic evolves:

**UTSG (St. George):**

- Athletic Centre
- Varsity
- Goldring
- Robarts Library
- Gerstein Library
- OISE (252 Bloor) and OISE Library
- John M. Kelly Library (St. Michael’s College)
- Hart House
- Faculty of Law
- Rotman School of Management
- New College Dining Hall
- Howard Ferguson Dining Hall in Morrison Hall
- Café Reznikoff in Morrison Hall

**UTM**

- Health and Counselling Centre (HCC)
- Recreation, Athletics and Wellness (RAWC)
- Library

**UTSC**

- ARC and SW Check-in points
- Health and Wellness Centre (HWC)
- Library
- La Prep

External persons who are visiting campus, e.g. those purchasing from food vendors, delivery companies are required to complete the paper visitor form if they stay on UofT premises for more than 15 minutes.

External third parties or contractors who have completed the UofT COVID-19 Contractor/External Acknowledgement Form are not required to complete the paper visitor form as they will follow their own internal organization’s health screening processes before coming to campus.
**VACCINATION AND RAPID SCREENING**

The University continues to require vaccination of all UofT community members and visitors. All members of the University community—including students, staff, faculty, and librarians—are required to provide proof of full vaccination via UCheck web portal. Please note that completing the UCheck paper form does not replace the requirement for UTORID holders to upload their vaccination information in the UCheck web portal. All faculty/librarians/staff/students must still use the UCheck web portal to upload their vaccine information. If faculty/librarians/staff do not have access to electronic devices, they should speak to their supervisor/manager/chair/designated unit lead who will arrange access. Students should contact their academic lead who will arrange access.

Medical and religious exemptions are submitted through U of T's Enterprise Service Centre (ServiceNow). Those who have received an University-approved exemption or when recommended by EHS must participate in the University’s rapid screening program, where results will need to be uploaded regularly. At-home rapid antigen screening kits are being prioritized for residences at this time: [https://www.utoronto.ca/utogether/rapid-screening](https://www.utoronto.ca/utogether/rapid-screening). Please check this webpage regularly for updates.

Rapid antigen screening is not required for staff who were ill with COVID-19 (suspected or confirmed) and have been cleared to return to work by the EHS Occupational Health Team. Due to limited supplies, departments should not purchase these kits unless they have been directed centrally (e.g. by EHS) based on risk assessment. If an individual has screened positive, they should isolate at home / or in residence and not attend in-person work / activities on campus but should immediately contact the EHS Occupational Health Team (ehs.occhealth@utoronto.ca) who will advise on next steps.

The University also encourages community members to obtain their 3rd booster shot. For more information, on vaccinations, please refer to the UTTogethеr COVID-19 Vaccination webpage ([https://www.utoronto.ca/utogether/vaccines](https://www.utoronto.ca/utogether/vaccines)), UTTogethеr FAQs. ([https://www.utoronto.ca/utogether/faq#vaccines](https://www.utoronto.ca/utogether/faq#vaccines)) and the Joint Provostial and Human Resources Guideline on Vaccination. If you require further information on how vaccinations can be obtained, please refer to COVID-19: How to Get Vaccinated from the City of Toronto or COVID-19 Vaccine from the Peel Region of Health.

Vaccination status is private medical information and individuals should not be asked about their status of their vaccination unless there is a vaccine requirement related to their work or study (e.g. applicable clinical placements). In such cases, the individual will be referred to the appropriate medical/clinical resources at the University (e.g. occupational health) for this information. Students in residences will follow processes developed specifically in that setting to ensure confidentiality of their medical information.

Student or employee personal information will not be disclosed or shared for any reason, except for Occupational Health & Safety (OHS) purposes in the event of a presumed positive case. A designated occupational health staff member will work with the applicable units to confirm that
those with exemptions are enrolled in rapid screening program and uploading results regularly as required.

People who have had COVID-19 in the past should still get vaccinated. Natural immunity from having COVID-19 may not last long and may not protect against COVID-19 variants. Get vaccinated to stay protected. Anyone with COVID-19 symptoms, including fever, should not go to a vaccine clinic. Please wait until you are no longer in self-isolation or your symptoms have gone away. For more information, please refer to: COVID-19: About the Vaccines – City of Toronto and About the COVID-19 vaccines - COVID-19 vaccine - Region of Peel (peelregion.ca).

Definition of “fully vaccinated”

If you have any specific concerns regarding your particular medical circumstance, please contact our occupational health nurse at: ehs.occhealth@utoronto.ca.

A person is fully vaccinated against COVID-19 if they have received:

- The full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines,
- One or two doses of a COVID-19 vaccine not authorized by Health Canada, followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada, or
- Three doses of a COVID-19 vaccine not authorized by Health Canada.

They must have received their final dose of the COVID-19 vaccine at least 14 days prior to being fully vaccinated.

The University encourage everyone to receive an additional vaccination (booster) dose as they become eligible.

Externals

The vaccination requirement do not include brief activities such as drop-offs, pick-ups, making a retail purchase, etc. Due to the short and transient nature of their visit and with other public health measures in place, they are low risk to our community.

For visitors who are on our premises for > 15 minute, the UofT contact for the visitor must ensure that the UCheck paper visitor form is completed which includes a vaccine attestation. If operationally feasible, it is recommended that units check proof of vaccination (provincial vaccination certificate with QR code or vaccination receipt without QR code). If a unit decides to implement vaccination checks, please follow the guidance below:

- Procedures for checking should be fair and equitable (e.g. all externals at a particular event will be checked).
- The unit must communicate this requirement to externals or hosts (who are responsible to communicate to external participants) AHEAD of time.
During this verification process, the University will not maintain any hardcopy or digital copies of this information.

For regular contractors and externals that are regularly on our premises, the UofT COVID-19 Contractor/External Acknowledgement Form is completed by the UofT contact and the external/contractor. Both these processes provide means for the University to follow up with the visitor/contractor/external as required for vaccination information.

Student Placements

A number of programs (e.g., health sciences, education) place students in sites where vaccination is required by law/regulation. In many cases, the onus is on the placement site to verify vaccination status. In others, existing agreements require verification done by the U of T division. In those cases where divisions are already verifying vaccination status, divisions should be expanding the secure systems that they are already using to verify similar types of confidential student information that is required by law/regulation (e.g. police checks, other types of required vaccinations, TB screening, etc.).

As a reminder, guidance around vaccination verification for graduate students and post-docs in research settings in hospitals or third-party sites is available online. See: https://www.sgs.utoronto.ca/lookingahead/frequently-asked-questions/#section_3. As indicated in that guidance, there will likely be scenarios where students will be required to demonstrate proof of vaccination more than once. Where possible, the University of Toronto and its partners aim to incorporate the tracking of COVID-19 vaccination status into existing processes that monitor similar information. Where partnership agreements exist, processes must be compliant with those agreements.

For ALL student placement COVID-19 vaccination verification requests whereby the university is required to sign an attestation confirming that personnel attending an external site are COVID-19 vaccinated, ALL divisions must contact Occupational Health (ehs.occhealth@utoronto.ca) for assistance. For the purposes of confidentiality, please designate one divisional contact person to act as a designate to work with Occupational Health.

* Please note: For divisions that already have vaccination validation processes in place for non-COVID-19 vaccines (e.g. varicella, TB, rubella etc.), please continue to ensure that adequate notice of data collection information is provided to placement students in advance of vaccine validation.

Indoor Facilities for Sports and Recreation in the City of Toronto

As of Nov. 1, 2021, TPH requires all persons age 12 and older who attends an indoor facility for the purpose of actively participating in organized sports and or coaching, caregiving, volunteering at or officiating organized sports to provide proof of vaccination at the point of entry.
Children (aged 5-11)

Certain divisions/units at the University that offer children’s programs may require those ages 5+ to be fully vaccinated in order to participate (sports and recreation programs). Divisions/units that offer children’s activities should provide sufficient notice to parents in their communications about any new requirement to be vaccinated in order to participate. For any questions regarding vaccine requirements for activities on campus involving this age group contact EHS. The University will continue to monitor vaccination rollout for children aged 5-11 in the coming months. We recommend that all those eligible including children between the ages of 5-11 be vaccinated before coming to campus. For more information, please refer to FAQ 5.1 on the Utogether FAQ.

Enhanced Vaccine Certificate with QR Code

While QR code certificate is no longer required by the Ontario government, some businesses (outside of the University) may continue to require proof of vaccination. Public health directives have also changed depending on the trajectory of the pandemic, and it is recommended that UofT community members download the QR code in case it is needed again in the future.

Individuals who received their vaccination outside of Ontario (e.g. international students), should contact their local public health unit in Ontario to verify and document their vaccination which would allow them to receive the enhanced vaccine certificate with QR code. It is recommended they apply before arriving to Canada/Ontario so their QR code is available as soon as possible.

COMMUNICATIONS, SIGNAGE AND SCRIPTS

Once a re-entry requirements have been identified, it is important to communicate this plan in accessible and plain language to faculty, librarians, staff, students and other users of the space. The communication strategy will vary depending on the unit, but here are some recommendations:

- Centrally approved signs are available from EHS website for units to download/print. Instructions on how to order through the Brand Hub in also available on this website.
- Consult with divisional, faculty, campus and University communications teams for resources and materials. Communications may take the form of memos, emails and meetings. Ensure alternate formats of communication are made available. Please contact the Accessibility for Ontarians with Disabilities Act (AODA) Office or appropriate divisional HR office for more information.
- Direct readers to University websites and resources for further information – see Appendix A for Resources. Post signage at an accessible height to remind workers and inform students and visitors. UofT signage is available on the EHS website.
- Provide scripts to applicable staff and instructors, e.g.:
  - “Hi there, welcome, just a reminder that everyone is being asked to wear a mask in order to decrease COVID-19 transmission risk and to keep you and everyone safe”
  - “For everyone’s safety, we expect any individual who attends on-campus activity has
In addition to faculty, librarians, staff and students in the unit, consider how you will communicate with contractors, organizations and other departments that you work with routinely.

Post information on your website or send email to all clients advising them to call prior to coming to your office or facility and update your email signature with instructions on new procedures.

Utilize social media channels to provide updates and reminders.

For high traffic flow areas, consider providing a resource to explain the procedure and direct visitors.

Communications will need to occur more than once. Consider creating an official feedback mechanism to get feedback from faculty, librarians, staff and students who may have additional suggestions to improve the procedure. The re-entry procedure may also change over time as restrictions continue to lift and will have to be re-communicated to relevant parties.

Rumours and misinformation can circulate rapidly amongst the community and widely via social media. Stigma can undermine institutional cohesion and prompt possible social isolation of individuals and/or groups, which might contribute to a situation where the virus is more, or less, likely to spread. Stigma is when people are labelled, or stereotyped, and can lead to discrimination in the workplace based on their age, disability, ethnic origin, place of origin, and race, or other protected grounds in the workplace. Consider creating unit-level communication and awareness campaigns, tailored to specific workplace environments, developed with assistance from University of Toronto Communications, EHS, and HR & Equity Offices.

For more information, please review the document entitled Social Stigma associated with COVID-19 from UNICEF.

### FOOD SERVICES, EATING AREAS AND MULTI-USE SPACES

As faculty, staff and students return to campus, units are encouraged to work with their local facilities group/property management group to identify spaces where individuals can eat their lunch to avoid congestion and overcrowding in common areas (e.g. using unoccupied classrooms). In particular, students may need spaces to study or work between classes. Table 3-1 summarizes different types of spaces that on campus and their COVID-19 measures.

Brief removal of the mask to sip water should be avoided if possible. Where necessary (e.g. class duration of several hours), students may briefly remove their mask to take a sip of water but must re-don their mask immediately after drinking water.

Where possible, such as in an office, lunch/food should be consumed at the individual's workstation, physically distanced from other workstations. Where possible to accommodate eating
space needs, departments may consider smaller 1-person rooms for eating and/or stagger lunch/break times.

**Table 3-1 Summary of Eating and Food Service Areas**

<table>
<thead>
<tr>
<th>Type of space</th>
<th>Primary activity</th>
<th>COVID-19 measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential dining hall or restaurant/food outlet with self-contained seating E.g. Sid Smith food court, Robarts food court, Gallery Grill</td>
<td>Eating &amp; drinking</td>
<td>2m physical distancing not required but recommended where possible, UCheck green screen for accessing indoor seating, mask required when not eating/drinking, masks required for line ups and when not seated. For external patrons – verify enhanced vaccine cert with QR code or vaccination receipt +ID)</td>
</tr>
<tr>
<td>Workplace lunchrooms and multi-purpose spaces Includes quick service food court or kiosk without self-contained seating used by patrons for multi-use purposes e.g. MSB Starbucks lobby, Sandford Fleming basement level</td>
<td>Food preparation and service; food purchase (to distinguish from dining) Study, social, eating/drinking permitted</td>
<td>2m physical distancing not required but recommended where possible, mask required when not eating/drinking, masks required for line ups and when not seated.</td>
</tr>
</tbody>
</table>

**Other requirements/considerations:**

- Where feasible, units are encouraged to provide separate eating areas with physical distancing to take in to account different health needs of individuals.

- Masks must be worn by anyone not eating or drinking (i.e. if they are studying). This poster template ([Eating/Drinking – Mask and Physical Distancing reminder](#)) reminds individuals to re-don their mask promptly after eating/drinking, physically distance while eating/drinking (while mask off) and not to linger for long periods of time with a beverage and their mask off. Please post where appropriate.

- Keep background music and any other background sounds, such as from televisions or other electronic sound producing devices, no louder than the volume of normal conversation (with the exception of live performances carried out in accordance with the provincial regulation).

- Disinfection to occur after each use by staff or provide disinfectant wipes and signage/tent cards instructing users to disinfect the surfaces/table.

**For a listing of locations to eat, study, and access computers**, please refer to: [Where to go between classes at U of T](#).
For **vending machines**: use signage to encourage users to use hand sanitizer and/or disinfectant wipes nearby before using the machines. Where possible, locate hand sanitizer and/or disinfectant wipes near the machine.

**PERFORMANCE/THEATRE/ARTISTIC ACTIVITIES**

**Professional Performance Venue**: Professional Performance Venue is a space that is fully managed and oversight provided by professional dedicated staff (UofT or external) for all theatre and performance-related activities within the professional performance venue. Dedicated staff (such as theatre staff, front of house staff, etc.) will provide oversight to enforce public health requirements (e.g. masking, health screening for COVID-19 symptoms, managing traffic flow, hygiene/disinfection, etc.).

UofT staff (e.g. theatre staff, etc.) who are providing oversight in a professional performance venue are to develop operational plans to manage and provide oversight. Use the [COVID-19 Safety List](https://example.com) for resource and support. Contractors/externals involved are to complete [COVID-19 Acknowledgement form](https://example.com). Overview summarized in below Table 3-2.

**Table 3-2: Overview of performance/theatre/dramatic artistic activities**

<table>
<thead>
<tr>
<th>Professional performance venue (e.g. theatre venue with professional dedicated staff or external oversight, such as a dedicated theatre staff, front of house staff, etc.)</th>
<th>Non-professional performance venue (e.g. lobbies/meeting and event spaces, classrooms for in-person instruction, extra-curricular, clubs activities, student events, etc. without dedicated theatre/oversight staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Performers actively participating in Theatre-type performance activity when on set/ stage (without singing/wind/brass instruments)</strong></td>
<td>No masks when actively participating in performance activity. Whenever unmasked, only for the minimum amount of time possible, and re-don the mask immediately after activity. Masked when not actively participating in rehearsals and practices (e.g. off-stage, in dressing rooms, taking a brief break during practice, when in other facility and common areas). No physical distancing, but encouraged. Follow general public health guidance (e.g. daily health screening) Participate in <a href="https://example.com">Rapid Antigen Screening</a> is encouraged, pending supply or availability</td>
</tr>
<tr>
<td>Masks required at all times. Suggestions for groups/clubs if they wish for their faces to be seen during the performance: Use a clear panel medical mask; OR, Use a barrier (e.g. plexiglass) between each person on stage. No physical distancing when masked, but encouraged. Follow general public health guidance (e.g. daily health screening).</td>
<td></td>
</tr>
</tbody>
</table>
Performers actively participating in Theatre-type performance activity when on setstage with Singing/Wind/brass instruments

<table>
<thead>
<tr>
<th>Action</th>
<th>All of the above sections.</th>
<th>All of the above sections.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open doors/windows where feasible/applicable</td>
<td>Open doors/windows where feasible/applicable</td>
<td></td>
</tr>
<tr>
<td>Where possible, use an inventoried classroom, as per the webpage, OR perform outdoors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Singers must wear medical masks (no unmasked singing in any circumstances in any indoor room or outdoor space)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wind/brass musicians – bell covers + only remove mask during the playing of the instrument, masks to be worn at all other times.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

In-person audience

<table>
<thead>
<tr>
<th>Action</th>
<th>A controlled performance stage / set and separate audience seating, audience members cannot access.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Includes mobile/pop-up/impromptu stages, multipurpose spaces, live entertainment, or performances held at in-person events, where there is a defined and controlled stage or set separate from audience and professional dedicated staff oversight.</td>
<td></td>
</tr>
<tr>
<td>Includes recommendations on the right.</td>
<td></td>
</tr>
<tr>
<td>For mask exemptions, related to guests at external or ticketed events: Please refer to Ch 6.</td>
<td></td>
</tr>
</tbody>
</table>

Audience members to follow general public health guidance (e.g. daily health screening, fully vaccinated)

<table>
<thead>
<tr>
<th>Action</th>
<th>Wear mask at all times even while seated. Remain seated, not to sing, dance or intermingle with performance or performers (e.g. not allowed on-stage/on set), with other members of the audience, and not allowed into the workplace (e.g. backstage area).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encouraged to be 2m physical distanced from performers.</td>
<td></td>
</tr>
</tbody>
</table>

Related to Instructional activity

<table>
<thead>
<tr>
<th>Action</th>
<th>Request/submit a mask exemption form.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructors who may need to be present for the purposes of instructing, assessing and in the course of working (i.e. not an audience member, performer, or professional theatre staff) are required to be masked.</td>
<td></td>
</tr>
</tbody>
</table>

**TRAVEL**

In light of the Canadian government news release on February 15th, we expect Global Affairs Canada to change travel advisories and lift the world-wide advisory to avoid non-essential travel anywhere outside of Canada as of February 28, 2022.

As a result, all students will be able to travel internationally on University sanctioned activities, after that date, provided Global Affairs Canada publishes the announced changes on the travel advisory website. Please note that travel will still not be allowed for undergraduate students for regions listed as:
“avoid non-essential travel” and “avoid all travel” as was the case pre-pandemic. If you are a graduate student that needs to travel to regions under those categories, for research or program completion purposes, please contact safety.abroad@utoronto.ca.

For all students travelling on university sanctioned activity, you must complete all safety abroad pre-departure requirements including checking travel advisories, completing safety abroad online workshops, securing travel health insurance, and completing the safety abroad registry. Safety Abroad registry will be open on February 28th. However, safety abroad modules are available now for students to complete prior to registering their activity on February 28th. More information on the safety pre-departure requirements for university activity abroad is available on the Safety Abroad website.

Should someone choose to travel, please review the Government of Canada Foreign Affairs website for travel advisories and ensure follow-up is conducted with their applicable travel insurance company regarding coverage restrictions. Public Health directives will need to be followed at the destination country as well as upon return to Canada (see Government of Canada website). For those returning to Canada after travelling abroad, please ensure that the travel requirements, e.g. testing, quarantine, vaccination, etc.) are followed and if COVID-19 related symptoms develop upon return. It is not necessary to contact occupational health (ehs.occhealth@utoronto.ca) unless the employee has COVID-19 related symptoms.

For more information regarding travel for students, please refer to:
- FAQs from the Vice Provost, Students: https://www.viceprovoststudents.utoronto.ca/covid-19/#FAQSafetyAbroad
- UofT Safety Abroad Office: https://safetyabroad.utoronto.ca/
- Off campus safety
- International travel for non-research purposes (conferences, workshops, etc.). Anyone travelling internationally for purposes of University business is encouraged to review the Guidance on Research and Travel during the COVID pandemic.

Field Trips must be approved per standard divisional level review requirements as applicable. The organizer is responsible for ensuring the business/location/site (as applicable) where the field trip is going is permitted to open and is in compliance with any specific requirements on it arising from COVID. The University is responsible to take all reasonable precautions to protect workers and students. Field trips to any location and associated modes of transportation must be compliant with all applicable COVID-related regulatory or public health requirements. For information regarding transportation (e.g. school bus), some useful information can be found in Public Health Ontario’s Daily Camp Operations: COVID-19 Preparedness and Prevention for Day Camps. This document is only meant to be a guide/information purposes (Not all information in a day camp facility is applicable to the University setting.

For more information on off-campus research and non-research field trips and excursions, please refer to Chapter 5.
**VEHICLES**

Where vehicles may be shared, where practicable/possible:

- Encourage employees to walk whenever possible. Where possible, only one staff member in the vehicle at one time.
- If it is not possible to avoid employees riding together in a vehicle, where possible, group the same employees together.
- Use seating arrangements that provide the greatest amount of separation.
- Driver and passenger positions remain unchanged during the shift.
- Keep windows open when there is more than one person in the vehicle.
- Where possible, avoiding facing each other while talking due to proximity in vehicles.
- Where applicable and feasible plexiglass barriers may be considered for use in vehicles. Plexiglass type and installation must be appropriate for vehicle use as per manufacturer instructions. Barriers mounted in vehicles should not interfere with the safe operation of the vehicle, should not impair the driver’s ability to see or move freely and should not prevent the driver or passengers from exiting the vehicle in an emergency.
- Disinfecting high touch surfaces between operators (e.g. keys, steering wheel, turn signals, climate control buttons, radio buttons, light buttons windshield control buttons, gear shifter, seat belt bucket).
- Practice hand hygiene regularly (e.g. after filling up at the pump).
- Remove unnecessary belongings/clutter, eliminate items not required as part of the job. Place a garbage bag or wastebasket in a convenient spot to avoid trash (e.g. used gloves, wipes, etc.) piling up and regularly dispose the trash.

**WORKSTATION ERGONOMICS AND REMOTE WORKSPACE SAFETY**

Employees may have questions about workstation ergonomics or other health and safety concerns when working at home or making changes to their workstation. Please visit the EHS Office Ergonomics webpage and the EHS Office Ergonomics Infographics website. Employees can further learn about how to fully assess and set up their workstation by taking the free online course EHS536 Office Ergonomics (to locate the course please go to the My EHS Training and follow the instructions). If you have a specific request such as taking office equipment home, please contact your supervisor. Supervisors/managers can contact HR for assistance.

Employees and faculty who have been approved to work from home (e.g. accommodation, approved alternate work arrangement) should review, the Working Remotely site, the Working at Home Checklist and Appendix B: Remote Workspace Safety Checklist in the Alternative Work Arrangement Guideline.
COMMUTING TO CAMPUS

Faculty, librarians, staff and students who express concerns regarding public transportation can be directed to information to the applicable transit authority (e.g. Toronto Transit Commission (TTC), Go Transit, MiWay, etc.) for more information.

Some individuals carpool to work. Here are some general precautions when carpooling:

- Self-screening prior to carpooling and coming to work. Do not go to work and carpool if you receive a “red” UCheck status based on responses to either the UCheck or offline paper-based assessment: https://www.utoronto.ca/utogether/ucheck
- Wear a mask.
- Reduce the number of occupants in the vehicle (e.g. passenger riding in the back seat and distanced from the driver where possible).
- Avoid touching unnecessary surfaces and use hand sanitizer.
- Clean and disinfect surfaces within the vehicle often.
- If possible, open windows
- Maintain the same people in the vehicle where possible to reduce exposure to others.
- For more information, please refer to Toronto Public Health, Commute Ontario, and the US Centre for Disease Control (CDC).

Faculty, librarians, staff and students have questions regarding personal use of vehicles or would like to discuss commuting needs, they should speak to their supervisor/manager for arrangements on a case-by-case basis. The supervisor/manager should consult with their HR contact.
4 PROCEDURES IN THE EVENT OF A CONFIRMED AND/OR SYMPTOMATIC COVID-19 CASE, and UCHECK RED SCREEN

For procedures in the event an individual falls ill on campus, is symptomatic, has tested positive or have had contact with someone who is ill, additional healthcare resources and a communication template, please refer to: Procedures in the Event of a UCheck red screen, Confirmed Case and/or COVID-19 Symptoms.

Isolation is not required in most situations if you do not have symptoms - please refer to Figure 4-1 below. If you have any questions, please contact the OH team (ehs.occhealth@utoronto.ca). In the event a student or instructor is positive for COVID-19, classes may continue.

Table 4-1: Overview of Case and Contact Management & Isolation

<table>
<thead>
<tr>
<th>Symptomatic or positive for COVID-19</th>
<th>Household Close Contact of a symptomatic or positive case</th>
<th>Non-household Close Contact of a symptomatic or positive case</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Isolate 5-days if fully vaccinated</td>
<td>• Isolate 5-days if fully vaccinated, non-immunocompromised</td>
<td>• No isolation required</td>
</tr>
<tr>
<td>• Isolate 10-days if not fully vaccinated, immunocompromised or highest risks settings resident*</td>
<td>• Isolate 10-days if not fully vaccinated and/or immunocompromised</td>
<td>Follow these precautions for the next 10 days:</td>
</tr>
<tr>
<td></td>
<td><strong>No isolation is required if you do not have symptoms AND one (1) of the following exemptions apply:</strong></td>
<td>o Self-monitor for symptoms</td>
</tr>
<tr>
<td></td>
<td>o Previously tested positive for COVID-19 (including a Rapid Antigen Test) in the last 90 days</td>
<td>o Wear a mask in public settings</td>
</tr>
<tr>
<td></td>
<td>o 18 years or older and have received a booster dose (i.e. 3 doses of a COVID-19 vaccine; or 4 doses if you have a weak immune system)</td>
<td>o Avoid activities with mask removal</td>
</tr>
<tr>
<td></td>
<td>o 17 years or younger and are fully vaccinated</td>
<td>o No visits to highest risk settings* (seniors/immunocompromised)</td>
</tr>
<tr>
<td></td>
<td><strong>Follow precautions for the next 10 days (see right column).</strong></td>
<td></td>
</tr>
</tbody>
</table>

* Highest risk setting such as hospitals (including complex continuing care facilities and paramedic services), home and community care workers and congregate living settings with medically and socially vulnerable individuals, including, but not limited to, Long-Term Care, retirement homes, First Nation elder care lodges, group homes, shelters, hospices, correctional institutions, Provincial Demonstration Schools and hospital schools. NOTE: Table 4-1 provides general parameters of consideration and is an overview only and public health guidance may change over time.
5 COVID-19 Safety Planning

Resources

Figure 5-1: Key steps of re-entry planning assessment, control and continuous improvement of processes

The process outlined below follows the continuous improvement process shown in Figure 2.

Policies and procedures may change due to public health directives. Please refer to the latest version of guidelines and assessment tools which can be found here: https://hrandequity.utoronto.ca/covid-19/returning-to-campus/

RESEARCH ACTIVITIES

Faculty members / principal investigators use the Approach for Research Recovery & Adaptation, Guideline for Reopening Research Spaces, and the COVID-19 Safety List as guide to create a plan to re-open research facilities and return necessary researchers to campus. Individual Deans, in consultation with the AVP, Research Oversight & Compliance, are empowered to approve the return to campus for research staff as long as it is being done in accordance with VPRI guidance. Administrative leaders should contact their Dean for more information about their local approval process. Please also refer to Ch 9 for more information regarding research lab activities, face-to-face (F2F) and Off-Campus (OC Research).
COVID-19 SAFETY LIST AND PLANNING TOOLS

Units may use (optional) the COVID-19 Safety List to assist in re-entry or on-campus preparations for units, offices and events. The Checklist does not need to be submitted to EHS. If you require assistance, please contact EHS (ehs.office@utoronto.ca) for assistance.

In addition, this is an optional excel template and standard operating procedures (SOP) template that units can use to record their COVID-19 controls/measures and adapt as needed.

INSTRUCTIONS FOR NON-RESEARCH FIELD TRIPS AND EXCURSIONS

For off-campus non-research activities (e.g. academic field trip, conference, workshop, etc.), please review the Guidance on Research and Travel During the COVID-19 Pandemic. The Off-Campus Safety Planning Record (Risk Assessment) is also an optional risk assessment that department can complete to assist in their planning. This Safety Planning Record is designed to guide units in assessing potential risks (COVID-19 and non-COVID-19 hazards) where there are no international or interprovincial travel. Non-COVID-19 hazards may include chemical and biological agents, remote travel, wildlife, equipment/tools, etc. For more information, please refer to the EHS Off-Campus Safety webpage. During the pandemic, non-essential travel should be avoided where possible.

6 PERSONAL PROTECTIVE EQUIPMENT (PPE)

The University of Toronto will maintain the requirement to wear masks in indoor spaces on all three campuses until at least the end of the academic term, including the exam period. Departments/units are to follow the institutional Policy and Guideline when developing their own unit-level plans. This information will change accordingly with government and public health directives.

Medical masks are recommended for all employees, students, visitors and contractors in indoor University spaces (including University-owned and leased spaces). Wearing a mask in addition to other public health measures can reduce transmission risk. Please refer to UTogether mask webpage for general information and where to access medical masks. Individuals may wear respirators in lieu of a medical mask as required by the tasks they are performing – please see the Table 6-1 below in this section for guidance regarding which type of masks/respirators are suitable for specific tasks.
Please plan according to your unit's needs and timelines and review information on the UTogether page to assist employees and staff in attaining medical masks in advance of coming to campus. Follow your usual procurement processes for the purchase of PPE such as medical masks, chemical resistant gloves, fit-tested N95 respirators, and eye protection (e.g. for laser, chemicals, other biological hazards). For information on where to purchase medical masks, please see Table 6-2 below.

Table 6-1: Type of Masks/Respirators and Their Usage

<table>
<thead>
<tr>
<th>Type of mask or respirator</th>
<th>Standard</th>
<th>Usage</th>
</tr>
</thead>
<tbody>
<tr>
<td>The <strong>medical mask poster</strong> will be updated shortly.</td>
<td></td>
<td>Individuals may also opt to wear personally owned medical masks.</td>
</tr>
<tr>
<td>Eye protection (face shield goggles) is generally not required unless required by sector specific guidelines (e.g. healthcare, childcare/school aged-children).</td>
<td></td>
<td>Units are encouraged to purchase medical masks which can be accessible to be provided for those who may forget, lose, soil or need to replace their medical masks.</td>
</tr>
<tr>
<td>Non-fitted, disposable N95 respirators (OPTIONAL)</td>
<td>N95s are NIOSH* approved KN95s are not NIOSH approved. *(National Institute for Occupational Safety and Health, USA). NIOSH approved respirators have an approval number with the following format: TC-84A-XXXX (e.g. TC-84A-0006) KN95 meet Chinese standard GB 2626-2006. They may be considered as alternatives to a well-fitted surgical/procedure mask or a non-fitted N95 respirator. KN95s with head straps provide higher protection over</td>
<td>Instructors and certain employee groups may consider wearing non-fitted N95s in lieu of medical masks for certain activities, e.g. working with children, certain operational contexts Per the provincial government, <strong>non-fitted</strong> N95 respirators are not required but may be used by staff in schools (i.e., elementary or secondary schools) and licensed childcare settings as an optional alternative to medical masks. For licensed childcare facilities, units may request supplies through the province/local public health. Instead of non-fitted N95s or KN95s, <strong>a well-fitted medical mask may also be worn</strong> for the above scenarios.</td>
</tr>
</tbody>
</table>

If you require assistance with attaining an optional non-fitted N95 please contact your supervisor and the particulars of your request will be assessed on a case-by-case basis. For information regarding where to purchase N95s, please see Table 6-2.

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University of Toronto – Environmental Health and Safety
COVID-19 General Workplace Guideline
April 1, 2022

This guideline is expected to change often based on COVID-19 related public health and government directives. Please do not download/circulate this document; visit the COVID-19 Leadership Toolkit for most up to date version. This guideline is intended to be used by CAOs, HR managers and academic leadership. Please ensure that any reference made to information contained within the GWG references the document and relevant page/version.
**Type of mask or respirator** | **Standard** | **Usage**
---|---|---
| KN95s with ear loops. Note: KN95 are not to be used as an alternative or replacement in activities that require a fitted disposable N95. |
| Fitted N95 disposable respirators + eye protection (REQUIRED) If you are having supply chain issues, please contact EHS to discuss strategies. | NIOSH approved, fit-tested, seal checked Individuals must complete Respiratory Protection Training and Fit-Testing. Students requiring N95 respirators for external student placements should contact their department, which will arrange for fit-testing and training. | Activities that are higher risk in nature such as providing healthcare to suspect/probable/confirmed COVID-19 cases, providing patient care to vulnerable groups in clinical settings, working with biological agents, close contact such as Risk Level 3 face-to-face human participant research, aerosol generating medical procedures, providing first aid (e.g. CPR) in high-risk settings (residences), or in some highly urgent life-saving situations,) as determined by local risk assessment / biological safety containment, etc. Please speak to your supervisor regarding provision of mask and fit-testing registration. For additional information: [https://ehs.utoronto.ca/training/respiratory-protection-training-fit-testing/](https://ehs.utoronto.ca/training/respiratory-protection-training-fit-testing/)

*Other types of respirators such as the KF94 (tested against Korean standard KMOEL–2017-64) or FFF2 (tested against European Union standard EN149-2001) may also be commercially available. The University continues to monitor public health recommendations for these other types of respirators and will update the guidance in this chapter when available. 

Note: Discard all disposable masks properly in a general waste container unless existing procedures state otherwise.

If you require assistance in determining which mask to use or if you have any other PPE related queries, please contact EHS ([ehs.office@utoronto.ca](mailto:ehs.office@utoronto.ca)) for assistance.

**Table 6-2: Where to Purchase Masks, Respirators and other PPE**

<table>
<thead>
<tr>
<th>UTSG (St. George)</th>
<th>UTSc (Scarborough)</th>
<th>UTM (Mississauga)</th>
</tr>
</thead>
<tbody>
<tr>
<td>U of T MedStore- <a href="mailto:info@uoftmedstore.com">info@uoftmedstore.com</a></td>
<td>Science Wing Central Stores – <a href="mailto:stores@utsc.utoronto.ca">stores@utsc.utoronto.ca</a></td>
<td>UTM Stores – <a href="mailto:matthew.malcolm@utoronto.ca">matthew.malcolm@utoronto.ca</a></td>
</tr>
<tr>
<td></td>
<td>Environmental Sciences and Chemistry Building Chemical Stores – <a href="mailto:chemstores@utsc.utoronto.ca">chemstores@utsc.utoronto.ca</a></td>
<td></td>
</tr>
</tbody>
</table>
Medical Mask Types as per the American Society for Testing and Materials (ASTM)

Medical masks are disposable masks found in three levels (1, 2, and 3). For more information about when to use different levels of ASTM medical masks, please review the table above.

- ASTM level 1 masks are three-ply. They are the general standard and are best suited for low-risk, low-fluid environments.
- ASTM level 2 masks are also three-ply. They are best suited for moderate levels of fluid exposure.
- ASTM level 3 masks are four-ply and offer maximum barrier protection and are best suited for environments with high levels of fluid exposure such as dental clinics.

Check the packaging of your product for information on the rating of ASTM level. ASTM F2100 Standards should be included on the label, and should specify a level 1, 2, or 3.

The University is recommending the use of ASTM level 2 and 3 medical masks on campus.

Eye protection

In some situations, eye protection should be worn in addition to a medical mask or respirator as per the table above.

Eye protection must provide a barrier to splash or spray from both the front and the sides and if applicable, from the top (e.g., health care workers). For this reason, goggles and face shields are the primary forms of protection when there is a risk of splashing (e.g. health care workers providing care to sick patients).

Some but not all forms of safety glasses may provide adequate eye protection. Safety glasses may be considered in specific situations where there is a low risk of splashing and where the use of goggles or face shields may impede the worker’s vision causing safety concerns (e.g. drivers, working in pairs). Where safety glasses are used, it is recommended to use models where gaps between the face and glasses are minimized.

Consider sourcing products that have an anti-fog coating. When selecting eye protection, also take into consideration if there are other hazards where eye protection is needed (e.g. corrosive chemicals, flying debris).

General Guidance on the Use of Masks

Masks should be well-fitted. Per Toronto Public Health, the mask should:

- Fit your face, covering your nose, mouth and chin without gaping.
- Be comfortable, easy to breathe through and not limit your vision.
- Mask and ties/ear loops should fit securely to avoid frequent adjusting during use.

For more information, please refer to How to make your mask fit properly on the Government of Canada website. For information on the knot and tuck technique to improve your mask for a better fit.
fit, refer to CDC (Centre for Disease Control) video: How to Knot and Tuck Your Mask to Improve Fit - YouTube.

Where feasible, it is recommended that masks be worn during outdoor activities where close contact may occur.

The following types of face coverings are not recommended for general use on UofT premises:

Table 6-3: Face Coverings/Masks that are Not Recommended

<table>
<thead>
<tr>
<th>Type of Face Covering or Mask</th>
<th>Information/Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-medical / cloth mask (unless layered with a medical mask)</td>
<td>Medical masks are recommended for all employees, students, visitors and contractors indoor University spaces (including University-owned and leased spaces). This guidance will be reviewed regularly until the end of the winter 2022 term and in line with public health advice.</td>
</tr>
<tr>
<td>Non-medical masks are not personal protective equipment (PPE). They are not manufactured or tested against recognized standards and are made of a variety of materials.</td>
<td></td>
</tr>
<tr>
<td>Face shields</td>
<td>Face shields are not a replacement for a mask. They can be an option for those who require an accommodation. Accommodations are made on a case-by-case basis. Employees requiring accommodation should advise their supervisor and contact their divisional HR Office. Students requiring accommodation should contact their academic lead and the Office of the Provost – Students. For more information on face shields, please also refer to the CCOHS COVID-19: Using Face Shields posters.</td>
</tr>
<tr>
<td>Masks/ respirators with an exhalation valve</td>
<td>They are not recommended because they may allow unfiltered air containing virus particles or respiratory droplets escape the mask. This means droplets from a person can be spread in a room, reducing the benefit of the mask. If you must use a respirator with an exhaust valve, use them when you are working alone or wear a mask over the respirator.</td>
</tr>
<tr>
<td>Clear plastic face masks with openings or gaping areas that extend below the chin and wrap around the sides of the face</td>
<td>They are not recommended for general use as they do not cover the nose, mouth and chin without gapping and cannot be properly cleaned and disinfected between uses. Masks with clear screens may be worn to facilitate working/teaching with those who are hearing-impaired and in circumstances where visualization of facial expression is of pedagogical importance such as studio/performance activities. Consider using written communication, closed captioning or decreasing background noise. If using written communications, avoid sharing pens or disinfect shared pens between users. Medical masks (ASTM Level 2 or 3) with a clear panel are recommended – here is an example.</td>
</tr>
<tr>
<td>Masks or stickers with microbial claims</td>
<td>According to a recent Health Canada notice, masks that make antiviral claims or use antiviral materials are not endorsed as safe or effective since there is a lack of manufacturer’s evidence to support such claims.</td>
</tr>
</tbody>
</table>

Information on Non-medical Masks (if layered over Medical Mask)
Per Toronto Public Health, qualities of a good non-medical mask include masks that are made of at least 3 layers of tightly woven fabric or 2 layers with a filter. A three-layer mask may provide added protection. Layering a cloth mask over a medical mask may improve fit and add protection.

**Enforcement of Policy and Education/Awareness Regarding Medical Masks**

Enforcement on the wearing of masks per the Policy will depend on the individual’s relationship with the University, the nature of an incident, the place in which it occurred, and the impact on others in that place. Individuals who do not comply with the University’s mask policy and who do not have an approved accommodation may be asked to leave premises by the appropriate authority. Employees should engage with their supervisor and students should engage with their academic lead/contact if they have concerns. Follow up will be conducted by the supervisor or academic lead/contact.

Facilitating compliance with the medical mask recommendation will be predicated on an education and awareness approach.

**Mask Exemptions**

For exemptions regarding the wearing masks, refer to the Joint Provostial and Human Resources Guideline on Face Masks at the University of Toronto. The guideline will be updated periodically as our response to COVID-19 evolves. Until further notice, the information contained in the Policy, Guideline and the exemptions below apply during all steps of the provincial COVID-19 response framework.

Please contact EHS for any questions. We recommend that a medical mask be worn at all times and that units/divisions refrain from providing exemptions unless absolutely necessary.

Masks are not required under the following conditions/situations:

- Children under the age of 2.
- Private offices, open concept/shared offices and other work areas when physical distancing (2 metres) can be consistently maintained. For offices, once seated and with physical distancing, employees may remove their mask but must put mask back on when leaving their desk. Physical distancing may require units to follow a rotational schedule or stagger shifts. Once seated, no “visiting” other occupied workstations unless masks are worn. This mask exclusion also applies to research environments where both physical distancing can be maintained and there is no requirement for PPE.
- Working alone behind protective barriers.
- Lunchroom - once seated and while eating/drinking. Physical distancing of 2 metres is highly encouraged.
- For regularly scheduled meetings- It is highly encouraged that masks be worn unless physical distancing can be maintained at ALL times. For example, if meeting attendees are walking within 2m of others to get to their seats, go to the washroom etc. masks should be
worn. If masks will be removed during meetings:

- Inform participants ahead of time, advise on the precautions that will be taken and provide participants with an opportunity to discuss concerns if any.
- Masks are removed only when seated in the designated seat, distanced from others and mask will be re-donned when getting up from their seat regardless of the length of time. This includes getting up and using the washroom, walking towards their seats, etc.
- Mask will be placed in a clean bag or container when not wearing it.
- A spare mask be available in case it is misplaced, dropped or soiled.
- Hand hygiene will be performed prior to removing or re-donning the mask. Hand sanitizer and disinfectant wipes are available inside the meeting room.

Please note, in most meeting contexts, we expect that maintaining 2m distancing would be very challenging and we ask that divisions approach meeting planning regarding mask compliance with prudence.

- When performing or rehearsing in a film or television production or in a concert, artistic event, theatrical performance or other performance that has been authorized by the University. In general, this does not broadly apply to extra-curricular activities and academic teaching.

- For in-person academic instructions, requests for a mask exemption for pedagogical reasons are reviewed and approved on a case-by-case basis.

- Facilities in residences shared by an assigned group of roommates (e.g. kitchen in communal townhouse residential unit).

- Working alone in publicly accessible spaces that are locked after-hours (i.e. no longer publicly accessible).

- In situations where there is temporary need to remove the mask while in an indoor area,
  - To receive services that require the removal of mask
  - As may be necessary for purposes of health and safety.

- **Guests at External or Ticketed Events**: As of March 21, 2022, masks are not required by the province. Please note that masks continue to be required for the university of Toronto community until end of term. For events that are booked and attended by external parties (e.g. weddings) or ticketed events (e.g. theatre, sporting events, etc.), guests will not be required to wear masks WITHIN the booked/rented event space. Masks must be worn when leaving the booked/rented event space (e.g. common areas such as washrooms, hallways, lobbies, entrances and exits) as applicable. Booked/rented event spaces that are self-contained building with no UofT community members present in the building during the event do not need to wear masks in common spaces. We recommend that UofT faculty, staff and students who attend booked/rented events for academic or work reasons continue to
wear masks until the end of term.

Note: If wearing a mask while working with hazardous material (e.g. biological agents, flammable chemicals, radioactive agents), please speak to your supervisor/Principle Investigator on the safe use of masks appropriate for the task. For research related information, please refer to Ch 9 or contact EHS (ehs.office@utoronto.ca) for assistance.

Mask Exemption for Pedagogical Reasons - Learning and Teaching Environments

Medical masks are recommended in learning and teaching environments. If there are health and safety reasons or pedagogical reasons why a mask should not be worn, the instructor will delineate these reasons and attain approval from the Dean. Instructors who wish to seek an exemption to mask use for pedagogical reasons should complete the Instructor Mask Removal Request for Indoor Instructional Spaces Questionnaire and send it to EHS (ehs.office@utoronto.ca) and their unit lead for review.

This process is NOT for those who require a mask accommodation for a medical reasons – please refer to the next section on “Mask Accommodations.”

If there are concerns regarding an external (non-employee/non-student) having or requiring a mask exemption, please refer to your supervisor and/or academic lead to review on a case-by-case basis. EHS can be contacted for assistance (ehs.office@utoronto.ca; 416-978-4467).

Mask Accommodations

Accommodations for individuals who cannot wear a mask or respirator are made on a case-by-case basis. Employees requiring accommodation should directly advise their supervisor and contact their divisional HR Office. Students requiring accommodation should directly contact their academic lead, the Office of the Provost – Students and Student Accessibility Services before coming to campus.

For more information regarding student accommodations, please refer to: Student Mask Accommodation Workflow Process - TriCampus.

7 ADDRESSING EMPLOYEE CONCERNS

One of the consequences of working in a large and dynamic workplace such as the University during a time of pandemic is a heightened awareness of risk.
Work with your divisional HR office to assess and mitigate any concerns raised by employees during the process of re-opening, including:

(a) Health needs
(b) Caregiving
(c) Transportation

Employers have an obligation under the Occupational Health and Safety Act to take reasonable care to maintain a safe and healthy workplace, including during a pandemic.

There are multiple sources of perceived risk in the workplace during a pandemic, including:

- a confirmed or presumptive case of COVID-19 in the workplace
- a confirmed case of COVID-19 in an employee's immediate family or other close contact
- the risk of potential exposure to COVID-19 from clients, external parties, community members and other employees depending on the nature of the workplace
- concerns from at-risk employees (e.g. age related, compromised immune system, underlying medical condition, etc. subject to change as identified by provincial public health authorities) not wishing to report to work
- employee concerns about stigma, bias and discrimination in the workplace based on age, ethnicity, place of origin, race and/or disability
- employee concerns over workplace practices and control methods, including personal protective equipment, or
- employees with a generalized fear of contracting COVID-19 by travelling to or attending work

Workplaces with robust health and safety systems as well as effective communication and outreach are often able to resolve health and safety concerns related to the above factors so that they do not escalate unnecessarily. For guidance on responding to employee concerns and for wellness supports for your employees, please reference the Manager’s Guide to Returning to Operations on Campus (please refer to the HR& Equity Management Resources section at the link).

The below are some suggestions:

1. **Start each day (or week) and/or shift with a safety talk or have regular all employee check-in meetings to see how everyone is doing.** Review COVID-19 measures and/or institutional messaging. Ask for feedback and suggestions. Keep the safety talks positive. The University is engaged in numerous, exciting initiatives regarding COVID-19 – you could discuss the latest featured U of T research story, U of T News coverage, etc.

2. **Model the desired behaviour and encourage control measures**, such as proper personal hygiene, etc. so that employees understand and meet your expectations. Lead by example.

3. **Reach out. Be present and available to employees.** We have many employees working remotely at this time, so use institutionally approved tools such Teams to conduct staff meetings or to check in with each of your staff individually to see how they are adapting.
4. Keep communication channels open and encourage your reports to bring concerns forward. Talk it through and see if you can find a solution together.

5. Be mindful of any stress that employees may be dealing with at work and at home. If they express specific worries, pay attention. If there is a health and safety concern, address it immediately. Contact HR/EHS for assistance as required.

What to do if your staff have concerns:

1. Respond calmly and with assurance. Listen carefully before speaking. If you do not know the answer regarding a COVID-19 related question/matter, attain the appropriate information first before responding to a concern.

2. Ask questions such as “What more could we do? What would help ease your concerns? What would help you feel more comfortable doing this task?”. If you make changes, communicate them to anyone who may be affected, ideally in writing (e.g. confirm via e-mail to all your reports when you have implemented a safety measure). Please note: before implementing any measures, ensure you obtain approval first to ensure your proposed measure is consistent with other institutional risk mitigation measures. Contact your Divisional HR Office and EHS for assistance.

3. Be flexible and be prepared to accommodate individual needs. One single approach will not work for all as there are differing needs among employees.

4. Implement changes promptly. When a concern is brought to your attention, respond immediately. Assessing a concern may take time; however, an immediate response to a concerned employee advising them that you are reviewing their concern and will be in touch soon as possible goes a long way to de-escalating worry and anxiety. If you need assistance in managing a concern, connect with your unit lead sooner rather than later to ensure you are provided with the support you require to effectively and expediently de-escalate concerns.

5. As per the above, effective, proactive and responsive communication in keeping with institutional messaging guidelines is instrumental in de-escalating concerns both at the individual and unit level. Employees who have concerns should engage with their supervisor immediately.

To supplement the General Workplace Guideline, HR & Equity has developed a guide to assist managers with respect to returning employees to work on-site at the University. The Manager’s Guide to Returning to Operations on Campus (please refer to the HR & Equity Management Resources section at the link) includes best practices for supporting staff, communication templates, responses to frequently asked questions and checklists for preparing employees for re-entry.

8 EQUITY CONSIDERATIONS
The re-opening procedures developed in accordance with this guideline may result in changing the way work is done and the physical environment in which it is done.

This could be a variety of equity impacts, including impacts related to:

(a) Accessibility for Ontarians with Disabilities (AODA) and the Ontario Human Rights Code

(b) Individual accommodation plans, such as accommodations for employees with disabilities or family caregiving obligations, which may include specific measures relating to scheduling, the physical workspace, or other elements that could be impacted by COVID-19-related changes.

(c) Employee needs relating to disability or caregiving obligations that did not previously require accommodation may now require accommodation due to changes implemented as a result of this guideline.

(d) Stigma associated with COVID-19 due to an employee’s age, ethnicity, place of origin, race, and disability could lead to discrimination in the workplace. For more information regarding human rights, please refer to the Ontario Human Rights Commission website and the Communications section above.

(e) Stigma affects us all. Address stigma at every opportunity through communications, general education and as issues arise. Please work with our Equity offices for support and assistance to address issues, create messaging and receive communication tips.

(f) Operating procedures including screening and enforcement must include an equity lens, as specific community members within the U of T community may experience differential treatment or adverse impacts. Adequate processes/procedures with equity in mind is critical.

(g) Embed equity, diversity and inclusion when developing training modules for employees on the department/division’s procedures. Please refer to the Equity Offices for further resources.

(h) As measures are being put in place, please consider existing Ontario Human Rights Code and AODA legislation and the accommodation obligations based on family status and / or disability. For additional information, contact Human Resources and Equity.

9 Research Space and Activities
Considerations
For the latest information about the Division of the Vice-President, Research & Innovation’s COVID-19 response, please see the Research & Innovation Coronavirus (COVID-19) Research website.

Other topics and resources related to research spaces and activities are listed below:

- **Face-to-Face (F2F) research**: For more information, please refer to: Review Of Face-To-Face Human Participant and Off-Campus Research and Coronavirus (COVID-19) Research FAQ. For information regarding vaccination and research (including human participant research), please refer to: Vaccination Guidance for Human Participant Face-to-Face Research and the VPRI webpage. Researchers may use any Health Canada-approved rapid antigen screening kits. Kits that are part of the UofT At-Home Rapid Screening program should not be used for this purpose as participants must report their results via Ucheck.

- **Off-campus (OC) research**: Please review the Guidance on Research and Travel During the COVID-19 Pandemic. The Off-Campus Safety Planning Record (Risk Assessment) is a planning resource that researchers may also use to planning their off-campus research. For more information, please refer to the EHS Off-Campus Safety webpage. During the pandemic, non-essential travel should be avoided where possible.

- All lab members must wear masks in research and collaboration spaces (including cold rooms). Please refer to Ch 6 for more information on the use of masks and other PPE.

**Entering research spaces for the first time - survey for unsafe conditions**

When re-entering your research space after an extended closure, enter rooms with caution. Look through entry-door windows to see if any materials may have been damaged or if water or liquids are present on the floor or surfaces. Listen for any local alarms indicating a safety or instrument issue. No work is to begin in the space until this inspection is completed.

1. Walk through all of your areas and complete a visual inspection looking for any evidence of problems: note any unusual odours (that are not directly associated with the space having no occupancy for a long period of time), look up at the ceiling and around the walls for signs of water leakage or other damage, look for broken chemical containers, old waste, leaks, failed equipment, spills, etc.

2. Mitigate any leaks, spills, or releases if you are capable of handling them safely. If not, contact Environmental Protection Services.

3. Review all safety equipment and PPE.

4. Check equipment that may have been affected by a power disruption as soon as possible. Keep refrigerator and freezer doors closed until temperature levels return to normal. Check for leaks that may have occurred if the temperature was compromised.

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1 Use the Laboratory Inspection Checklist to document your visual inspection.
5) If any damage has occurred as a result of the closure, report the damage through your department.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

This information will change based on government and public health directives. Please regularly refer to the university’s FAQs for updated information. For more information on the use of face masks for protection against COVID-19, please consult the UofT Policy on Face Masks, Joint Provostial and Human Resources Guideline on Face Masks – Division of the Vice-President & Provost and Ch 6 of the General Workplace Guidelines (GWG) for more information.

Note: When required to wear a mask/ respirator while working with hazardous material (e.g. biological agents, flammable chemicals, radioactive agents), please speak to your supervisor/Principle Investigator on the safe use of masks.

SAFETY TRAINING

Ensure safety training is up-to-date. Please see the EHS training matrix.

All personnel working with SARS-CoV-2, including its RNA and DNA, must review the SARS –CoV-2 Biosafety Guideline available here and take the online EHS 620 – SARS-CoV-2 Biosafety Training course. You can find this new course on “My EHS Training.”

EHS-APPROVED COVID-19 SAFE RESEARCH SPACE

The following are components of a COVID-19 Safe Research Space which EHS will monitor and confirm both through COVID-19 inspections and hazard specific lab space inspections:

- COVID-19 related measures taken and reviewed as per these COVID-19 Guideline (self-screening (UCheck), mask usage)
- Staff and students using UCheck before attending campus

Some Research spaces will also require the following to be EHS compliant:

- Appropriate permits in place and valid
- Staff and students completed appropriate training and up to date
- Safety equipment and personal protection equipment (PPE) available and trained on
- Proper Hazardous Waste disposal procedures in place and understood
PERMITS

Ensure your permits are up-to-date and accurate, including amendments for the use of new biological agents, and the list of authorized users. When transferring biological agents to external parties, ensure you have appropriate documentation i.e. Biological Transfer Notification and Material Transfer Agreement.

HOUSEKEEPING

Cleanup: Clean up and put away chemicals, supplies, equipment, glassware, and other items left out during the shutdown.

Cleaning maintenance: Determine an appropriate lab cleaning protocol to disinfect high-touch shared equipment surfaces, e.g. using 70% ethanol. Ensure the proper workplace WHMIS label when preparing the disinfectant dispensers.

Hazardous waste: Secure, correctly label, and/or prepare for hazardous/chemical/biological waste disposal as appropriate.

Plumbing Traps: Run all taps over sinks and pour water in floor drains (if present) to prevent foul odours from entering the lab.

EMERGENCY PLAN

Given the current uncertainty in the trajectory of the COVID-19 situation, it is prudent for researchers to develop and update an emergency plan to prepare for the possibility of an orderly winding down of research activities. Prepare your laboratory including ensuring continuity and minimizing hazards, and ensuring lab users are aware of these activities by implementing a communication system:

1. Develop and maintain an up-to-date emergency contact list for personnel in laboratories and those responsible for specific equipment/facilities

2. Identify equipment/facilities that would require special attention (e.g. maintenance or shutdown, certification or calibration requirements) during a closure or reduced personnel situation, prepare Standard Maintenance Procedures, and have these available.

3. Identify and train personnel in the operation of essential and critical equipment or for general research project backup/maintenance to ensure these are performed safely.
4. Plan for adjustments to research methodology where collaboration or research participation may be compromised due to illness or closure

5. Have written documentation in place detailing ongoing experiments and associated SOPs, critical steps, and how to interrupt/stop as appropriate

6. Ensure that necessary supplies are accessible and on hand e.g. liquid nitrogen, compressed gas. Have a plan in place of when supplies will be delivered, including contact numbers for suppliers

7. Plan for scaled down operations

8. Plan for start-up if necessary, after a shutdown.

**10 In-Person Instruction (including Teaching Labs)**

***This chapter replaces the In-Class (In-Person) Instructional and Teaching Lab Guideline.***

**SCOPE**

This chapter applies to all instructors (TAs, etc.) and all in-person instruction, academic teaching lab activities (wet and dry labs, including computer labs), simulation labs, and assessments in buildings/areas occupied or operated by the University of Toronto and the Federated Universities at all campuses and other off-campus locations (e.g. Koffler Scientific Reserve).

**GENERAL MEASURES FOR ALL IN-PERSON INSTRUCTION**

All members of the UofT community are to follow general strategies detailed in Ch 3 of this guideline. In addition, this chapter outlines strategies and best practices for making instructional spaces ready for increased occupancy, and for addressing the needs of employees and others who will be returning to the workplace. Teaching labs are considered distinctive spaces and should not be used to perform research.

In the case of in-person instruction including teaching labs (wet and dry labs, including computer labs), the **Vice or Associate Deans** are the critical leads. They should familiarize themselves with institutional guidance in this document and implement a communication plan for their faculty, librarians, staff, teaching assistants, and students. Applicable information should be part of the training available to instructors, teaching assistants, and lab staff, and, where relevant, part of the
guidance available to students. Resources are to be developed by the Office of the Vice-Provost, Academic Programs, in consultation with Tri-Campus Teaching Centres, and will be made available to all CAOs and Academic Leads in order to assist with this training and guidance. For additional resources, please refer to the HR COVID-19 leadership tool.

UNIVERSITY OF TORONTO POLICY ON FACE MASKS

Masks are to be worn indoors, including classrooms and common areas in residences on University property. There may be unique close contact learning situations where personal protection equipment (PPE) may be required. For additional information, please refer to Ch 6.

Students will not be required to remove their masks when providing proof of identification during exams. If there are issues regarding identification, exam staff should escalate per local procedures.

IN-PERSON TEACHING ROOM CAPACITY AND PHYSICAL DISTANCING

Physical distancing and capacity limits do not apply. For the University’s gradual return to in-person instruction, please refer to the most recent all-community COVID-19 planning memo update.

For courses returning to in-person activities, students should be notified as soon as possible as they can modify travel plans to return. In addition, as more in-person activities resume, units are expected to plan activities with local facilities management or property management groups to mitigate potential issues with congestion in common spaces.

Definition of In-person instruction: Academic related activity taking place in classrooms, teaching laboratories, instructor offices, areas where TAs/grads/undergrads have been assigned desk, academic related study spaces, computer labs, libraries and in-person for-credit experiential learning. In-person instruction also includes assessment activities such as exams, midterms etc.

The definition of in-person instruction also applies to activities taking place in academic research laboratories that involve a learner or group of learners (graduate students, undergraduate students, postdocs and other research staff etc.) conducting research under the guidance and instruction of a faculty supervisor, where the learners are being trained on scientific/research methods, receiving technical training, and/or performing experiments and the like in any space that the faculty member uses for their research group, has trainee workspaces that the supervisor oversees and in which they interact with trainees. Divisions would be permitted but not required to apply this definition within their specific laboratory contexts.

Recommended measures for academic study spaces:

- Masks must be worn at all times;
- No public access e.g. point of building entry/instructional/study area Ucheck verification, monitoring, building signage etc;
• If masks need to be removed during an instructional activity, a “mask exemption for pedagogical reasons” (Instructor Mask Removal Request for indoor Instructional Spaces Questionnaire) must be applied for by the instructor and approved by EHS and the unit lead.
• If masks need to be removed in a study space (e.g. for eating), practice physical distancing to the extent possible.
• Self-screening (Ucheck) is required, as it is for all activities on campus: Ucheck ambassadors, point of building/room/area entry checks, monitoring etc.
• Post signage to clearly denote study space areas. Include: Ucheck requirement, non-public use, monitoring provisions (as applicable), mask use, etc.
• Consider congestion mitigation measures in common hallways, elevators, washroom etc.
• Examinations and instructional activities: Where feasible, implement assigned seating.

To assist departments in implementing the guidance above, a COVID-19 Academic Study Space Signage Template has been created.

Academic related study spaces may reside in highly variable, multi-use areas across the campuses. Ventilation assessments are not required in these areas. In addition to the above measures, open windows and doors where possible. Please see Ventilation section to determine when assessments are required. It is recommended that physical distancing be maintained where feasible.

Other general measures:

• Physical distancing is not required but recommended where feasible.
• Clearly demarcate the flow of traffic into and out of the room and provide instructions on the order the seats that will be filled to reduce positional overlap in the paths of travel.
• Provide instruction to students to contact instructor by virtual means for assistance instead of congregating at the podium / lectern / presenter area.
• To avoid gathering in hallways/corridors/outside of the buildings, allocate time for staggered arrival and departure when accommodating a large class; consider cohorting within a large class.
• Some instructors teaching online courses temporarily in the early part of the semester and are now teaching in-person courses may be approached by students asking to continue taking these courses online. Their reasons could include having applied for and been denied an exemption from the university’s vaccination policy; other health-related reasons that are not formally documented; or because of ongoing travel-related barriers to them being on campus. While they may ask their instructors to consider requests for continuing to take in-person courses online, the instructor is not obliged to provide such an accommodation. Individual instructors decide whether to grant such requests, specific to the circumstances of their courses. Programs and instructors should inform students who cannot be accommodated to contact their college Registrar’s office to look into their options, which could include switching into any available online options, removing all Fall term courses, and/or taking a leave of absence.

For the Faculty of Arts and Sciences specifically, please refer to: COVID-19 – Undergraduate Student FAQs | Faculty of Arts & Science (utoronto.ca). Other instructors are advised to contact their registrar’s office for guidance.
VENTILATION: IN-PERSON INSTRUCTION

The University of Toronto has also developed and implemented a Tri-campus HVAC Strategy as part of an overall ventilation strategy for both instructional and non-instructional spaces and buildings. Please refer to Ch 3 for more information on ventilation assessments for instructional spaces.

CLEANING, DISINFECTION AND HAND HYGIENE

- Establish a clear cleaning and disinfection plan which, in most cases, will be a combination of central caretaking (refer to the Tri-Campus Caretaking Strategy for Return to the University) and provision of cleaning supplies to room users. Communicate plan to applicable room users.
- Where possible, provide hand sanitizer and disinfectant wipes. Consider options for co-location in areas with multiple classrooms.
- Additional waste receptacles may be required if increased consumables such as wipes are present; placement of which will need to be considered in conjunction with traffic flow.
- Replenishment may need to be planned in areas of higher traffic. Monitor and in coordination with caretaking groups, a feasible schedule for replenishment.
- Consider breaks during in-person teaching to provide bathroom/water breaks to different cohorts of students throughout the teaching session instead of waiting until the end of the session.

SIGNAGE/SCRIPTS

- Classroom-specific instructions/signage may be required in addition to centrally approved signage. A signate template is available from the EHS webpage (https://ehs.utoronto.ca/covid-19-information/posters/).
- Extensive system of wayfinding and informational signage is recommended to support in-person instruction.
- Behavioural expectations/rules of engagement: Instructors, teaching assistants, support staff should reiterate the mask policy, self-screening (UCheck) and hygiene measures using institutionally provided teaching resources (slides, scripts, etc.):
  - COVID-19 In-Class Instruction Guidelines for Course Instructors
  - COVID-19 In-Class Instructional Guidelines for Course Instructors – First Class or Tutorial Slide Deck
  To facilitate compliance, instructors should update their course webpages with the most updated information from the above resources.

FURNITURE/SHARED ROOM ELEMENTS

- Reduce/eliminate shared collaboration tools such as chalk/whiteboard markers and advise users to bring personal supplies.
- Reduce/eliminate the use of wireless microphones and rely on podium/lectern/fixed microphones or bring personal microphones. Departments or divisions could create internal safety operating procedures such as Shared Equipment Loan programs.
- High touch surfaces such as cameras, laptops, microphones and touch panels will require
cleaning and disinfection protocols when using approved disinfectants, e.g. ready to use wipes. Ensure disinfectants are available and accessible.

CRUSH SPACE
Use signage in crush spaces to support appropriate use, e.g. adjoining lobby/alcove/hallway areas, spaces where people may gather before/between/after classes.
- These areas may also have supportive elements (e.g. access to WiFi seating, etc.) and public health requirements apply (e.g. circulation pathways).

COMPLIANCE
- Follow similar existing processes for non-compliant behaviour in a classroom or teaching lab [e.g. student not wearing proper personal protective equipment (PPE) to protect from chemical hazards].
  - Student non-compliance should be dealt with in a stepped approach, whereby the instructor first speaks with the student. If the behaviour continues, the instructor may elevate the matter to the division head, who could also engage with the student. If necessary, the division head may wish to consider the Code of Student Conduct, specifically offence 1 (c) No person shall knowingly create a condition that unnecessarily endangers the health or safety of other persons, at which point OVPS should be contacted for advice.
- Provide education and instruction to students on COVID-19 requirements (e.g. Ucheck, mask use, etc.); if required, lab technicians/TAs can escalate non-compliance to the appropriate supervisor; endeavor to work with students to understand whether an accommodation applies; if accommodation is required, this may be discussed with the lab technician/TA, their supervisor and/or Student Accessibility Services;
- When observing COVID-19 non-compliance and if/when it is not safe to approach person(s) with a reminder, please contact Campus Safety by calling the non-emergency phone number 416-978-2323 (St. George); 905-569-4333 (Mississauga Campus), 416-978-2222 (Scarborough Campus) or use the CP app to report the location and type of non-compliance. Please note that only Campus Safety has the authority to check ID and escort a person out if the person is not a member of the UofT community.
- Instructors who receive concerns about mask compliance should advise students to engage them (instructor) or to contact EHS (ehs.office@utoronto.ca).
- Faculty members and Instructors will not be asked to enforce the Policy on Masks. In circumstances where a student is attending an in-person class and is not wearing a mask the following non-compliance measure may be applied:
  - Faculty members and instructors may ask the student to confirm that they are not wearing a mask because they have already arranged an accommodation. If one applies, do not ask for a specific diagnosis. The particular limitations or barriers a student is facing in wearing a mask will be communicated on a need-to-know basis in the student's Letter of Accommodation in order to better understand alternatives or options that may be available in that setting so that a student may be able to participate where possible.
  - In instances of non-compliance with the Policy where a student does not have an accommodation but needs one (e.g. they state they have or could get a medical note), faculty members and instructors may advise the student that they are expected to seek accommodation through Accessibility Services in order to provide the student with adequate resources and to mitigate any difficulties for the student as they navigate on campus. If the non-compliance occurs during a class and if feasible the student may be
accommodated by providing them an area to sit that is physically distanced from others so that they may complete the class. Where a physically distanced alternative seat is not possible the student may be taken aside and provided information on alternate course delivery methods for that session and advised that an accommodation will need to be in place in advance of the next class.

- In instances of non-compliance with the Policy for reasons that do not relate to an accommodation need, faculty members and instructors should make best efforts to diffuse the situation as a course management issue. Education and compassionate engagement should be our first approach. In circumstances where non-compliance creates a material risk of harm to the health and safety of others or includes other forms of conduct that involve other University policies or, regulations and practices, faculty/staff who are unable to diffuse the situation on their own may request immediate assistance from their supervisor for additional guidance and may engage other units such as Human Resources or Labour Relations.

- Any concerns regarding compliance with COVID-19 measures which may compromise the ability of the class to proceed should be reported immediately through the applicable channels within the division and to EHS so that support can be provided. It is recommended that each department designate a point of contact for these types of concerns.

TEACHING LABS (WET, DRY, AND COMPUTER)
CAOs/Academic leads are responsible for assigning resources for implementing COVID-19 measures. Due to the nature of teaching labs, and the activities that take place in these spaces, some additional considerations may need to be taken into account:

Physical Setup
1. Teaching lab protocols
   - Instructor to review course learning outcomes and determine what teaching/instruction should be remote and what portions should be in-person experiences. For in-person offerings, consider what protocols will be put in place to mitigate crowding. For example, keeping a clear path to shared equipment or facilities (e.g. a fume hood).
   - If filming in a lab, please refer to the Guidelines for Images in Research and Teaching Laboratories.
   - Review scheduling and stagger start/end times where possible.
   - Plan should include managing queuing outside of the labs (e.g. visual cues such as tape or decals on the floor, posting instructions, communications to students ahead of time).

2. Space use
   - Determine a method for conducting regular counts of occupants per lab (quadrant, bench etc.) and informing students about the procedures. Examples are:
     - Instruct students in advance of performing procedures.
     - Consider having the lab technician or a TA demonstrate procedures virtually before the class.
     - Divide students in small groups (stations) within a lab, instruct them in advance about procedures (e.g. online, or in a separate space from the lab) and provide all needed equipment at the station to minimize traffic inside the lab.
     - Designate a teaching assistant or technician to operate shared equipment, (e.g. multiple students running samples through one machine).
     - Instruct students on orderly entry and exiting.
3. Circulation spaces
- Where applicable, designate and post the direction of foot-traffic in main circulation paths: entries to teaching lab (e.g. if there are two doors assign an entrance only and exit only). See Figure 4 for examples.
- Consider one-way circulation routes (e.g. clockwise) through the teaching lab, e.g. only move in a clockwise direction when approaching bench / leaving bench.
- Optional: Mark increments on floors where queues could form, e.g. where equipment for each lab experiment is picked up.
- Consider situations where students may want to approach a TA for assistance (e.g. raise hand) or how a TA may circulate through the room to assist students.

4. Shared equipment
- Review any shared equipment (e.g. scales, fume hoods, biological safety cabinets (BSCs), and so on) and determine ways to de-densify these areas to reduce the occurrence of students congregating in those areas (e.g. queuing instructions or markings on the floor).
- Review the use of shared lab experiment equipment. Ideally, every piece of equipment should be used by only one person, or as few people as possible. Where equipment must be shared, disinfected between users and wash hands frequently.

HIGH-TOUCH SURFACES / SHARED EQUIPMENT

- Establish appropriate lab cleaning protocol to disinfect surfaces throughout the day and before and after each group of students come to the lab. Please also review the sections pertaining to research labs in the COVID-19 General Workplace Guideline for additional guidance.
- Consider having cleaning supplies available for students to assist in disinfecting lab areas (e.g. work bench). Provide appropriate instructions, supervision and supplies for cleaning.
- Scheduling of labs should allow time to properly disinfect areas in between sessions.
- Consider relocating or grouping some equipment in one area of a large space creating “learning zone” to minimize traffic within the room.
- Consider assigning TAs to demonstrate some procedures with the equipment (run sample, calibrate, set up, etc.) if there is only one or only a few machines for a large class.

1. Light/power switches
- Affix signage to remind occupants to keep switches ‘on’ all day.
- Provide wall-mounted disinfectant dispensers.

2. Doors and drawers
- Remove non-essential doors (where feasible, e.g. not a requirement of Fire Regulations).
- Remove door handles if viable.
- Affix doors in an open position, where feasible, in common areas e.g. not permitted in a laboratory.

3. Collaboration Tools
- Meeting rooms: Remove/discourage use of shared phones and encourage the use of personal mobile phones or laptops.
- Provide whiteboard cleaning solution and disposable wipes in the lab and others
help/advise/participate virtually.

4. Shared equipment
   - Reduce the quantity of printers and copiers to dissuade printing.
   - Do not allow use of personal USB-drives or other devices for data transfer, encourage use of online platforms associated with secure data channels such as Quercus.

5. Supplies storage
   - Secure supplies in storage areas and designate specific personnel (lab technicians, TAs) to manage stock and distribute items.

CONTAMINANT CONTROL

To manage contaminants that may enter the workplace / teaching lab, consider the following precautions:

1. Storage
   - Add places for individuals to store and secure their own items separately from others (i.e., individual coat hooks rather than coat closets used by the group, individual lockers).
   - Consider providing cleaning supplies to allow students to clean lockers before use if they wish or advise students to bring plastic bags to bag/store their personal items before placing in shared lockers.

2. Waste receptacles
   - Provide separate waste bins for PPE. Provide garage bins for disposable masks.
   - Allocate an area to place and disinfect any reusable PPE (goggles, face shields, glasses, etc.); allocate appropriate time for the task.
   - If PPE is reusable, there should be a bin for contaminated items (used items, for example glasses, goggles, shields) and a separate bin for clean items; consider placing a bin with clean and used items in different parts of the laboratory.

3. Human subjects in teaching lab
   - Review the type of practical teaching and where appropriate, the need for in-person human subjects or close person-to-person contact.
   - If required, please modify the protocol by incorporating COVID-19 measure and contact EHS for assessment.

TEACHING LAB AND INSTRUCTIONAL SPACES: PERSONAL PROTECTIVE EQUIPMENT (PPE)

If you have any questions regarding which type of mask/respirator to use for your designated tasks, please refer to Ch 6, Table 6-1 or contact ehs.office@utoronto.ca.

If wearing a mask, the presence of hazardous materials (e.g. biological agents, flammables and ignition sources) should be considered accordingly.

Lab coats should be worn to protect street clothes from possible contamination. Lab coats must be removed prior to leaving the lab. There should be separate coat racks/hooks for lab coats and street clothes, and they should be as far apart from each other as possible.

General information about donning and doffing PPE is below. Teaching labs should assess the level of PPE required for the experiments. Contact EHS if you have any concerns about the order of
donning/doffing for additional PPE. Wash/sanitize hands after removal. If your hands become contaminated during PPE removal, wash/sanitize before removing the rest of your PPE.

1. Donning PPE Sequence
   a. Perform hand hygiene
   b. Put on face mask (where applicable, based on type of work or facility engineering control)
   c. Put on eye/face protection (where applicable)
   d. Put on lab coat (where applicable)
   e. Put on gloves (where applicable)

2. Doffing PPE Sequence
   a. Remove gloves (to avoid contamination, follow Public Health Ontario’s Steps to take off gloves)
   b. Perform hand hygiene
   c. Remove eye/face protection and wipe with disinfecting cloth
   d. Remove face mask by grasping bands that go around head or ears – do not touch the front of the mask. Dispose of face mask in garbage
   e. Remove lab coat and place on assigned hook, and/or if done for the day into plastic bag for laundering.
   f. Perform hand hygiene

For teaching labs, students are responsible for bringing their lab coats. If the department finds students are forgetting to bring or purchase lab coats, please consider the following guidance:

- Send regular reminders to students.
- Investigate the feasibility of selling lab coats on-site
- As a last resort, to keep up with demand, quarantine shared lab coats used (e.g. once for 3hrs) for 3 days (72 hours) before lending again. There should be a system to record when the lab coat can come out of quarantine and will have separate storage spaces/holding areas for each set of lab coats based on when they can come out of quarantine. Continue regular laundry of lab coats per usual processes.
- Please contact EHS for a review. Depending on lab activities, there may be additional considerations (e.g. type of chemical, biological or physical agents) on whether lab coats can be reused, for example, from a chemical contamination standpoint if there has been a spill the shared lab coat should be laundered.

**TRAINING**

- Safety orientation for each practical session should include review of COVID-19 precautions and infection prevention, control procedures and reporting of non-compliance.
- Avoid touching your face, nose or mouth with unwashed hands.
- Wash your hands often and thoroughly with soap and water or alcohol-based hand sanitizer.
- Practice proper respiratory etiquette, such as sneezing and coughing into a tissue or your elbow. Dispose of tissue immediately in a waste receptacle.
- Do not shake hands.
- Stay home if you are sick.
- In order to support the above strategies, conspicuously post the University COVID-19 posters.
that are linked in the Resources section below.

- Reminders provided at the beginning of each laboratory session that some procedures might have changed.
- Signage posted throughout lab/work benches regarding proper practices.

For guidance on restarting a lab after a closure, please refer to Ch 9 for additional guidance.

**ROLES AND RESPONSIBILITIES**

**SPACE OWNERS AND OPERATORS**

(Including central groups such as Learning Space Management and individual faculties/departments that own and operate classrooms):

- Develop and implement procedures for classroom/teaching lab use to support the measures in this guideline. Including:
  - Space out bookings to allow time between classes/bookings for cleaning (where applicable). Additionally, this will allow users to safely physically distance when entering or exiting the classroom or lab. The same principle applies when booking the classroom or lab for other purposes.
  - Coordinate with caretaking on the provision of hand sanitizer and cleaning supplies for room users.
  - Provide clear messaging to departments/individuals booking the room on the existing cleaning strategy for the space, refer to the [Tri-Campus Caretaking Strategy for Return to the University](#). This will provide clarity to departments and room users on what cleaning procedures they can implement in addition to existing caretaking services.
  - Coordinate building access with appropriate facilities group.

**ACADEMIC DIVISION LEADS**

Vice or Associate Deans in academic division are the critical leads for ensuring that processes and guidelines outlined in Section 2 are in place for safe return to in-class instruction. They will work with Chairs, Directors, CAOs and their local Property Management unit, etc. to ensure the following considerations are implemented. This work will be undertaken with assistance from, and in coordination with, all faculty and staff responsible for the delivery of programs and courses.

- Ensure a communication plan has been developed and deployed to all relevant faculty and staff outlining what activities can or cannot occur in-person and ensure activity delivery methods are in compliance with governmental directives. Resources developed through the Office of the Vice-Provost, Academic Programs and tri-campus teaching centres will be available to assist with this communication.
- Ensure that appropriate guidance material is readily available and communicated to applicable faculty, librarians, staff and students.
- Advise academic administrators and course instructors on how to handle situations of non-compliance with public health measures (e.g. mask usage).
- Be familiar with [Procedures in the Event of a UCheck red screen, Confirmed Case and/or COVID-19 Symptoms](#) and assist the UofT Occupational Health Nurse as needed.
INSTRUCTORS, TEACHING ASSISTANTS, AND TEACHING SUPPORT STAFF

- Review general health and safety practices (e.g. “stay home if you are sick”) and classroom procedures and expectations with students at the beginning of class using scripts, slides, and other resources supplied by the institution. Refer to the Signage/Scripts section above.
- Implement the re-entry requirements as described in the GWG for their academic division/unit.
- Communicate training information provided by the University per the GWG to students.
- Report hazards and concerns to their supervisor, Chair or Director.
- Orderly entry and exiting.
- Be familiar with Procedures in the Event of a UCheck red screen, Confirmed Case and/or COVID-19 Symptoms and assist the UofT Occupational Health Nurse as needed.

RESOURCES FOR IN-PERSON INSTRUCTION

UofT COVID-19 posters are available from the Environmental Health & Safety website.

Learning Space Management (LSM) classrooms on ST. George Campus:
- LSM website

11 Events

***This chapter replaces the Event Guideline.***

Departments are encouraged to review their activities and to gradually phase in in-person events where feasible. As more researchers, students and staff return to campus, departments are expected to plan events with local facilities management or property management groups to mitigate potential issues with congestion in common spaces. For more information on returning to campus, please refer to the most recent all-community COVID-19 planning memo update.

As we plan for increased in-person activity our first priority is to provide space for teaching and learning. For that reason, the centrally shared classroom, auditorium and indoor common spaces on the St. George Campus have not been available for student groups. Space is available to student groups at Hart House, New College, the UTSU Student Commons as well as federated colleges. At UTM, Ulife-recognized student organizations should contact the Centre for Student Engagement. At UTSC, students can contact Campus Groups through the Office of Student Experience and Wellbeing, and can connect with SCSU https://www.scsu.ca/booking. Until further notice, events are not allowed in lobbies, foyers or similar open spaces unless to fulfill course requirements.
SCOPE

This guidance applies to events organized by both external event organizers and internal event organizers of events that use [or “being held on”] premises owned, occupied, or operated by the University. This guidance is applicable to spaces being set-up for events/gatherings (e.g. holding a gathering in an atrium space, weddings and filming on campus spaces). Please follow the current legislated gathering limit (if any) and any applicable University limit for events.

External event organizers are persons in charge of the event and planning and include external companies using University premises for their events.

Internal event organizers are persons in charge of the event and planning and include University departments, and recognized student groups and student activities.

Student Societies organizers are as defined by the Compulsory Non-Academic Incidental Fees with employer responsibilities under the Ontario Occupational Health and Safety Act (for example SCSU, UTMSU, UTSU, APUS, GSU, EngSoc, ASSU).

For the purposes of this Guideline, University premises are premises owned, occupied or operated by the University including all campuses and off-campus locations, for example buildings, open spaces, access routes, and loading docks. Where only portions of an event are held on University premises, this guideline applies to each portion of such an event.

ROLES AND RESPONSIBILITIES

All event organizers are responsible for putting measures in place to protect the health and safety of any and all individuals operating the event under their control (e.g., event staff, volunteers, contractors, suppliers, agents, etc., collectively “event organizer’s personnel”) and participants, as further detailed in this document. All parties in an event must abide at all times by the legislated gathering limits (if any) and all denoted protective measures. In addition to general strategies detailed in this guideline (e.g. Ch 3), this chapter outlines strategies and best practices for planning and executing events. The University reserves the right to stop or cancel the event due to non-compliance.

All measures put in place by event organizers to prevent the spread of COVID-19 must be in compliance with requirements under the Occupational Health and Safety Act and its Regulations, the Emergency Management and Civil Protection Act and its Regulations, and public health directives issued by the Chief Medical Officer of Health. All measures also need to consider the broader context, including physical locations, in which the event activities operate.

All event organizers using University premises must coordinate all activities that will occur on University premises with the UECP.

Should there be a possibility that a protest may occur at the event, the event organizer should immediately contact the UECP.
The responsibilities of event organizers, the University Event Contact Person, and the University’s Environmental Health & Safety Office are set out below:

ALL EVENT ORGANIZERS

- Event organizers must ensure measures and procedures to ensure risks are assessed and mitigated to protect the health and safety of participants and event staff/volunteers and are encouraged to complete the [COVID-19 Safety List](#) and provide a copy to the UECP prior to the event. In addition, any event impacts to the University community must be assessed with the UECP to protect the health and safety of the University community.
- Must be familiar with and run the event in compliance with, and ensure event organizer’s personnel comply with, all applicable laws, bylaws, regulations, and codes applicable to the event, and in particular the health and safety of the event, including but not limited to the following:
  - the Ontario Occupational Health and Safety Act and its Regulations
  - the Emergency Management and Civil Protection Act and its Regulations
  - the Workplace Safety & Insurance Act
  - the Environmental Protection Act
  - the Ontario Fire Code
- Must be familiar with and run the event in compliance with, and ensure event organizer’s personnel comply with, all applicable public health recommendations (i.e., recommendations and instructions of public health officials), applicable federal, provincial and municipal guidelines and publications of provincial health and safety associations, including, but not limited to:
  - Government of Canada’s Risk Informed Decision-making for Mass Gatherings During COVID-19 Pandemic
  - COVID-19 in the Workplace webpage
  - TPH COVID-19 Guidance: Employers, Businesses & Organizations
- Regarding personal protective equipment (PPE) requirements at the event, external event organizers should refer to and follow public health/governmental directives and guidelines as applicable and appropriate. For University employees and events, PPE requirements are discussed in the Ch 6.
- Must advise the UECP immediately of any health and safety hazards that may impact the University community arising from or that may arise from the event, and work with appropriate University offices to implement control measures.
- Must notify the UECP immediately upon becoming aware that an individual associated with the event who is or has been on UofT premises has been diagnosed with COVID-19. Additionally, in the event of a probable or confirmed case of COVID-19 where the person is a University employee, faculty member or student, must follow the reporting procedure referred to in Ch 4 and contact ehs.occhealth@utoronto.ca. Measures and procedures may include, for example isolating/securing and adequately cleaning/disinfecting all contaminated areas related to their event activities. Site-specific
cleaning/disinfecting expectations should be confirmed through the UECP. There may be additional costs to the external event organizer for appropriate cleaning/disinfecting following a positive diagnosis.

- Must ensure that all vendors contracted by them to provide goods/services to the event who must access the site prior to turnover are fully aware of, and abide by, applicable site health and safety procedures. Must ensure vendors, rentals, service providers and contractors complete the COVID-19 Contractor/External Acknowledgement Form.
- If engaging an external company to provide goods or services at the event, must ensure the company meets contractual and contractor safety requirements to manage risks and have sufficient liability insurance coverage appropriate to the event with forms, terms and with insurers satisfactory to the University.
- Please note that for recognized student groups, only those designated by their organization may book space and are responsible for completing the necessary documentation
- **External Event organizers and Student Society organizers** must have sufficient liability insurance coverage appropriate to the event with forms, terms and with insurers satisfactory to the University.
- In addition, for **Student Societies**, only those designated by their organization may book space and are responsible for completing the necessary documentation

**UNIVERSITY EVENT CONTACT PERSON (UECP)**

The UECP, (e.g. University Events, Venue and Room Booking Departments such as Campus Events, Room Booking Officer, business officer/Unit lead for departmental classrooms as applicable):

- Functions as the primary contact for the event organizer for all health and safety issues or concerns, including ones related to COVID-19, that may arise during any aspect of the event on University premises, including its set up and set down.
- Must advise event organizers of any specific, known hazards at the University that may apply to their events (e.g. asbestos)
- Work with the event organizer to develop health and safety measures and procedures for the event (e.g. common spaces, traffic flow, loading dock, waste, elevator) and share them with internal and external providers.
- Review this guidance with appropriate stakeholders related to facilities management and campus safety.
- Ensure appropriate documentation is provided by event organizers (e.g. applicable approval, COVID-19 Safety List (optional), etc.) and ensure organizers are aware of any measures and procedures for health and safety applicable to the areas they will access for their events.
- Work with University facilities and infrastructure departments and University event contacts to ensure proper physical separation between events, construction/maintenance activities and other aspects of University operations, in order to minimize risk to the University community (e.g. circulation pathways to maintain).
- Work with University facilities management departments to implement applicable controls in common/shared areas in buildings for crowd management (e.g. stairwells, elevators and lobbies).
- In the event of a probable or confirmed case of COVID-19, notify the UECP will inform the
University Occupational Health Nurse ehs.occhealth@utoronto.ca as soon as possible. Additionally, in the event of a probable or confirmed case of COVID-19 where the person is a University employee, faculty member or student, the event organizer must follow the reporting procedure in the Procedures in the Event of a UCheck Red Screen, Confirmed Case, and/or COVID-19 Symptoms.

- In the event that an event organizer requests University-related COVID-19 information, refer the request to the local EHS office or contact ehs.office@utoronto.ca.
- Must ensure that all vendors contracted by them to provide goods/services to the event who must access the site prior to turnover are fully aware of, and abide by, applicable site health and safety procedures. Must ensure vendors, rentals, service providers and contractors complete the COVID-19 Contractor/External Acknowledgement Form.
- If engaging with an external company to organize or provide services at the event, must ensure the company meets contractual and contractor safety requirements to manage risks and have sufficient coverage on liability insurance appropriate to the event with forms, terms and with insurers satisfactory to the University.
- Work with University departments to ensure event contracts reflect current legislative and public health requirements for COVID-19 and other health and safety topics.
- Must appropriately monitor the event based on the nature of the event (e.g. being present, being on campus, conducting spot checks, etc.).
- Ensure student organizers are advised of their responsibilities including measures to be enacted for non-compliances (E.g. stoppage/cancellation of event, further action by academic administrator as applicable)

**SPACE OWNER**

In some cases, the UECP may also be the space owner or in some situations, these may be two separate units. The UofT space owner is the party that owns or controls allocation or assignment of a space in accordance with local space management allocation procedures.

In the context of COVID-19, the space owner is responsible for implementation of COVID-19 measures in the general event space and common spaces (e.g. masks use in common areas of the building, availability of hand sanitizer in general areas). Additional measures may be required for the event (e.g. additional disinfectant wipes to disinfect event-specific items, signage with event specific instructions).

The space owner is also responsible for ensuring COVID-19 requirements are in place for their staff who may be on-site to support event activities (e.g. in-person tasks associated with the rental, food preparation by their kitchen staff, etc.).
PHASE APPROACH TO RESUMING EVENTS

The risk of transmission will vary depending on activities that take place. Some activities may confer a higher risk. The following table outlines activities that may confer a higher risk of transmission and alternatives/considerations for planning.

<table>
<thead>
<tr>
<th>Events activities permitted</th>
<th>Alternatives considerations – gradual return to in-person activities</th>
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</table>
| Indoor in-person events                                         | • Virtual events *(best option for reducing transmission)*  
|                                                                 | • Outdoor in-person events  
|                                                                 | • Consider hybrid events with a small in-person component for those who wish to attend virtually  
| Activities resulting in close contact or increased risk of aerosolization/transmission risk with others (<2m) such as: | • Virtual events  
|                                                                 | • Outdoor in-person events  
|                                                                 | • Activities modified to maintain physical distance (2m) where possible  
|                                                                 | • Activities that do not foster boisterous or competitive play (e.g. yoga within an individual circle, modifying competitive sports to drills)  
|                                                                 | • Activities modified to eliminate transmission risk  
|                                                                 | • Individualized equipment  
|                                                                 | • Equipment that is disinfected between each user  
| Food/beverage provision or consumption that increases transmission risk: | • Virtual cooking events  
|                                                                 | • Bring own food/beverage and do not share with others  
|                                                                 | • Boxed/individually packaged food/beverage and hand washing/sanitization available.  
|                                                                 | • Organized pre-order, pick-up, seating and/or service to prevent crowding  

For mask exemptions, related to guests at external or ticketed Events: Please refer to Ch 6.

**Potlucks and homemade foods** are permitted and should be individually packaged or boxed. No utensils should be shared. Food preparers must follow good hygiene practices when preparing the food. As with any food distributed at an event, food should be distributed using a contactless method. Where there are line ups/queuing, mask use should be in place. Potlucks must be private events and not be opened to the general University community or student populations. For additional guidance regarding potlucks: [https://food-beverage.utoronto.ca/policies/potlucks](https://food-beverage.utoronto.ca/policies/potlucks).

**Podium Speaking Events:** Speakers who are at a planned event can remove their mask when they are at a designated spot for speaking by turning the podium or stage into a controlled, non-public space.
• The podium or stage where the speaker is at needs to be at least 2 metres away from the audience and all other people in the room. If there are several speakers on a stage in designated seats, they need to be – and stay – at least 2 metres apart.
• The space around the podium or stage needs to be controlled so that other people are not moving in and out of the space.
• The podium or stage and microphone(s) need to be sanitized before the first speaker comes to the podium or stage.
• Speakers are to wash/sanitize their hands in advance of going to their designated seat/podium/microphone onstage.
• When the speaker is done and ready to leave the podium/stage they need to sanitize their hands again, and put their mask back on.
• The podium or stage and microphone(s) need to be sanitized between speakers and after the last speaker exits the podium or stage.

Adapted from: https://www.nwhu.on.ca/covid19/Pages/masks-faq-public.aspx

COMMUNICATIONS/INSTRUCTIONS

For events that may impact members of the University Community, it is important to develop a health and safety plan applicable to the operations of the event and communicate this plan to the applicable members of the University community through the UECP. The communication strategy will vary depending on the business unit but here are some suggestions/recommendations:

• Communications may take the form of memos, emails and meetings.
• In addition to workers in the unit, consider communications with event organizers, organizations and other departments that you work with routinely.
• Update your website, email signature with instructions on new procedures.
• Update procedures for scheduling appointments. Signage to remind workers and to inform the University community.
• For high traffic flow areas, consider providing a resource in the area to explain procedures for that area and direct visitors.
• Communications may need to occur more than once. The procedures may need to be adjusted over time, for example as restrictions continue to lift, and re-communicated to relevant parties.
• It is important to get feedback from workers who may have additional suggestions to improve the event procedures.

RESOURCES FOR EVENTS

• Freedom of Speech at the University of Toronto
• Government of Canada’s Risk Informed Decision-making for Mass Gatherings During COVID-19 Pandemic
• COVID-19 in the Workplace webpage
• TPH COVID-19 Guidance: Employers, Businesses & Organizations
APPENDIX A: RESOURCES FOR COVID-19

For the latest information about U of T’s COVID-19 response, please see the University’s UTtogether2020 page and University’s Coronavirus page. Please take the time to review our Frequently Asked Questions (FAQs) and the Human Resources & Equity page on COVID-19 (e.g. Return to Work Processes during COVID-19 Response document). If you or members of your unit have a question that is not covered, please consider using the Contact Us button located at the top of the FAQ section to submit your question.

HR-RELATED COVID-19 RESOURCES

- Working Remotely, Alternative Work Arrangement Guideline and the EHS Working at Home Checklist
- Divisional COVID-19 Materials
- For COVID-19 management resources, please visit the COVID-19 Leadership Toolkit at https://uoft.me/leadership-toolkit (site is UTORid password protected).

RESEARCH AND TEACHING

- Principles for Research Recovery and Adaptation
- University of Toronto Research COVID-19 webpage
- In-class (in-person) instruction and teaching guidelines (this has been replaced by Ch 10)
- EHS Off-Campus Safety

SPECIFIC WORKPLACES RESOURCES

- Tri-Campus Caretaking Strategy for Return to the University
- Tri-Campus HVAC Strategy for Return to the University
- U of T COVID-19 Contractor/External Acknowledgement Form
- COVID-19 Wastewater Monitoring
- At Home Rapid Antigen Screening

EHS COVID-19 INFORMATION

Please refer to the EHS COVID-19 webpage: https://ehs.utoronto.ca/covid-19-information/
GOVERNMENT AND PUBLIC HEALTH ORGANIZATION

- Toronto Public Health
  - Toronto Public Health poster on proper handwashing
  - Toronto Public Health poster on using sanitizers
  - Toronto Public Health Cough Etiquette and TPH COVID-19 poster
  - TPH COVID-19 How to wash your hands and How to sanitize your hands
  - TPH How to protect yourself COVID-19 poster
- Peel Region Public Health
- Ontario Ministry of Health
  - Ministry of Health's How to protect yourself
- Public Health Ontario
  - Public Health Ontario’s Cleaning and Disinfection of Public Settings
  - COVID-19 Safety Guidelines for: Camps
- A Framework for Opening our Province
- Ontario Resources to Prevent COVID-19 in the Workplace
- Public Health Agency of Canada
- World Health Organization
- Health and Safety Association Guidance Documents for Workplaces During the COVID-19 Outbreak
SCHEMATIC OF COVID-19 GUIDANCE DOCUMENTS:

* If your workplace has special considerations, please contact ehs.office@utoronto.ca.

** For the student placement and practicum site readiness guides, please contact Bridgid McNulty (non-health science) or Heather Skelton (Health Science). For Divisions or programs partnering with TAHSN having a separate process not outlined on the VPS placement webpage page, contact Sarah Gottlieb.

![Diagram of COVID-19 guidance documents]

This guideline is expected to change often based on COVID-19 related public health and government directives. Please do not download/circulate this document; visit the COVID-19 Leadership Toolkit for most up to date version. This guideline is intended to be used by CAOs, HR managers and academic leadership. Please ensure that any reference made to information contained within the GWG references the document and relevant page/version.