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Category:	Human Resources

Mandatory Use of Mask in Public Spaces

1. POLICY STATEMENT

Brampton Library is committed to providing a safe and healthy work environment for all employees and customers.

2. BACKGROUND

This policy is in place to assist in ensuring the safety and ongoing health of Brampton Library staff and customers during the COVID-19 pandemic.

Brampton Library will be implementing a mandatory mask Policy for all Brampton Library public spaces effective July 10, 2020 in accordance with the Province of Ontario guidelines and in compliance with the City of Brampton By-Law 135-2020.

3. SCOPE

This policy applies to all employees who work with or for the Brampton Library and those individuals who use the Library including members of the public, contractors, vendors and delivery persons.

This policy will be in effect from August 2020 for the duration that the City of Brampton By-Law #135-2020 remains in force.

4. REQUIREMENTS

4.1. Mandatory

The mask must cover the nose, mouth and chin and must be worn while entering and within an indoor area that is accessible to the public. A mask must be constructed of at least two layers of cloth, linen or similar fabric. Not restricted to medical mask, surgical mask, N95 or other masks required by healthcare workers. Face coverings (i.e. scarves, bandanas, neck gaiters/warmers etc.) and masks with exhalation valves are no longer permitted. This requirement applies to all staff, visitors and customers, subject to certain temporary and general exemptions, as set out in Section 4.2.

4.2. General Exceptions to Mandatory Face Masks

The following persons are exempt from requiring a mask and will not be required to provide proof of such exemption:

- Children 2 years of age or younger
- Children between the ages of 3 and 5 who refuse to wear a face mask and cannot be persuaded to do so by their caregiver
- Persons who have trouble breathing or are otherwise unable to wear a face covering for medical reasons or reason of disability, including persons who are unable to remove masks without assistance
- Employees and agents of the Brampton Library within an area not for public access, or within or behind a physical barrier
- Persons who are reasonably accommodated by not wearing a mask under the Ontario Human Rights Code
- Persons who are engaged in an athletic, fitness, or aquatic activity in accordance with the provincial legislation
- Persons while receiving services involving the face and requiring the removal of a mask, provided such services are permitted to operate under the provincial legislation and provided 2.0 meter distance is maintained from all other persons other than the person providing the service

4.3. Enforcement of Policy

- Signage advising customers of the mandatory face mask requirement will be posted on all entrances and within the Brampton Library.
- Employees will ensure that customers are wearing a face mask prior to entering into the Brampton Library premises and will request that customers seen without a face mask within the Brampton Library use a face mask, subject to the temporary and general exemptions set out above.
- Employees may ask a customer whether an exemption applies to them, but will not require the customer to specifically identify which exemption applies and will not require proof of the exemption.

- Employees shall not engage in any dispute or argument with a customer regarding the mandatory face mask policy or City by-law. Should an issue arise which may require involvement of City By-law Enforcement or the Police the employee shall contact their Manager or designated Person in Charge (PIC) to discuss and take the appropriate action.
- All employees will be provided with a copy of By-law 135-2020 and this Policy, and will be provided with training regarding the administration and enforcement of this Policy on the Brampton Library COVID 19 – Return to Work Orientation

5. RESPONSIBILITY

Failure to abide by this Policy may constitute a continuing offence or a multiple offence as set out in the Municipal Act, 2001 and may be subject to penalties as stated in the Corporation of the City of Brampton By-Law # 135-2020.