

TOWN OF KENTVILLE POLICY STATEMENT G76

COVID-19 SAFETY POLICY FOR COUNCIL



1.0 PURPOSE

- 1.1 The Town of Kentville (the "Town") is committed to providing a work environment that keeps members of Council and the community safe. That commitment means that we must maintain a workplace free of hazards to health such as COVID-19. It is critical that, as an organization, we take reasonable precautions to protect against exposure to COVID-19.
- 1.2 The purpose of this Policy is to provide the expectations and requirements of Council members with respect to COVID-19 workplace safety.

2.0 SCOPE

- 2.1 This Policy applies to all members of Town Council.
- 2.2 This policy applies for the duration of the public health emergency associated with the COVID-19 pandemic.

3.0 PROCEDURES

- 3.1 This Policy does not apply to members of the public who are accessing Town services and programs; however, the Chief Administrative Officer is authorized to require members of the public to be masked while on Town property if local COVID-19 cases warrant additional protections.
- 3.2 Workplace Safety Requirements

The Town is establishing the following requirements separate and in addition to any requirements that the Province of Nova Scotia might impose.
- 3.3 The Town requires that members of Council:
 - 3.3.1 wear an acceptable mask while on Town premises. For clarity this includes while operating Town vehicles and in outdoor public spaces when 6 feet physical distancing cannot be achieved between members of Council and/or staff and/or members of the public. The mask must cover nose, mouth

and chin and not convey any unacceptable messaging or images.

3.3.2 undergo COVID-19 rapid testing twice per week as arranged by the Town.

3.4 If member of Council wishes to be exempt from these requirements, proof of being fully vaccinated (received complete doses of an approved vaccine and being more than 14 days since the second dose) can be submitted to the Town. The Town encourages all members of Council, regardless of vaccination status, to remain masked and participate in COVID-19 rapid testing as offered by the Town.

3.5 The Town recognizes that it has a duty to accommodate to the point of undue hardship any member of Council that cannot wear a mask or be tested for a reason protected by the Nova Scotia Human Rights Act. The Town also requires that all members of Council follow any other steps it might take to minimize the likelihood of the COVID-19 virus (or any variant) spreading, which could include physical distancing where appropriate, using a sneeze guard, following directions for entry/exit into a building, disinfecting workspaces on a regular basis, etc.

3.6 If these measures are not consistently followed or there is an outbreak of the COVID-19 virus in the Kentville area, the Town reserves the right to require that any or all members of Council be fully vaccinated (have all injections of one of the recognized vaccines and be 14 days past the second dose) against COVID-19 by a stated date and provide proof satisfactory to the Town. Should this occur, if a member of Council is not vaccinated, they will have to disclose in writing to the Town the reason for not being vaccinated. The Town recognizes that it has a duty to accommodate those who cannot receive the vaccine for any reason protected by human rights legislation.

3.7 Compliance

If a member of Council does not comply with this Policy and does not have a valid reason for that non-compliance (such as a reason protected by human rights legislation) the Town can require that the member follow alternative measures.

3.8 Confidentiality

Any information that a member provides to the Town pursuant to this Policy will be kept confidential by the Town. All medical information, including vaccination and testing records, will be stored separately from members personnel files, kept secure at all times and destroyed when no longer needed.

4.0 POLICY REVISION HISTORY

Date Created: November 29, 2021



Chief Administrative Officer, Dan Troke

