



Central Safety Plan

Reopening September 2021 while Living with COVID

DRAFT - June 24, 2021

Introduction:

The University will reopen to most in-person teaching, residence and campus life activities in September of 2021. Some risks associated to COVID-19 virus will remain present in Nova Scotia at that time. The University will be operating while “Living with COVID”. The goal of this Central Safety Plan is to provide safety guidance that reduces COVID-19 risks. This plan applies to all people and activities on campus.

Overall Strategy:

This document provides a high-level safety guidance in accordance with documents approved by Nova Scotia Public Health:

- The Provincial Reopening Plan (<https://novascotia.ca/reopening-plan/>) (As described June 15, 2021)
 - The initial stages of reopening the University will conform to the phasing of the Provincial Reopening Plan.
 - Phase 5 of the Provincial Plan is a full reopening while “living with COVID”. This phase assumes 75% (2) dose immunization. With that condition in place, the safety control strategy shifts from physically isolating people to relying on mass immunization and widespread and continuing routine testing.
 - The Provincial Reopening Plan accepts that there can be isolated cases and localized outbreaks of COVID even where there is “herd immunity”, just as there can be with many other infectious diseases that are largely but not completely controlled by vaccination.
 - In the event of a more widespread outbreak of COVID infection from a variant not amenable to adequate control by vaccination, public health measures beyond the Provincial Reopening Plan will have to be taken and the University will respond to and fully follow these measures.
- The CONSUP Nova Scotia Higher Education Framework (dated April 19, 2021 and approved by Dr. Strang on June 9, 2021)
 - The Central Safety Plan will conform to the CONSUP Framework. This framework forms the basis of ongoing University operations for the indefinite future as we live with COVID.

Section 1: Summer 2021

1. Continuation of Existing Safety Plans and Process:
 - a. This plan assumes the provincial phases 1 through 4 will occur during the summer of 2021. During these phases, the current COVID-19 University Central Coordination Plan and all current operational safety plans will remain in effect.
 - b. Modifications of existing safety plans will follow the process outlined in the COVID-19 University Central Coordination Plan.
 - c. All Departments that are operational on campus during the summer, including Athletics, Chapel, Facilities Management, and the Library will either:
 - i. Operate during the summer under the safety plans they operated under prior to April 23rd, 2021; or
 - ii. submit a revised safety plan to suit the progress of the Provincial Phases.
 - d. All other departments will also submit revised safety plans to the extent they are necessary to accommodate staff returning to work on campus in preparation for the fall term.
2. Preparation for Reopening - "Living with COVID"
 - a. All Programs and Departments will be provided training in the Central Safety Plan before August 15th, 2021.
 - b. All adjunct safety plans that are determined to be required by September 1, 2021, will be submitted to OH&S before August 15th, 2021.
3. Contingency Planning
 - a. The University will prepare a separate contingency plan to maintain continuity of operations if a significant safety event occurs during the academic year. This plan will likely include the following general provisions:
 - i. Teaching Activities: Classes will likely need to be moved online.
 - ii. Campus Life Activities: Return to physical distancing, gathering limits and mandatory PPE by everyone on campus; and
 - iii. Transition to working from home by all employees who can perform their jobs from home.

Section 2: September 2021 and Beyond - Living with COVID

Beginning September 1st, 2021, the COVID-19 Campus Coordination Plan and all existing COVID departmental safety plans will be replaced with the following regulations. The cornerstone of living with COVID will be the following three major safety controls:

Immunization

All campus activities shall actively support and encourage the full (2) dose COVID-19 immunization of everyone on campus. The goal shall be 100% immunization of the community as soon as possible.

Testing

All campus activities shall actively support and encourage everyone on campus to follow the COVID-19 testing regime recommended by Public Health. At the time of writing, the recommendation was:

- Without symptoms: one rapid test per week.
- With symptoms: contact 811 to arrange a test immediately and self-isolate.

Self-Assessment and Precautionary Self-Isolation

All members of the King's community will self-assess as per the NS Public Health list of symptoms each day before entering the campus. Should symptoms be present, the community member will call 811 and follow all instructions provided by the attending Nurse or Doctor.

Even if symptoms seem mild or unimportant, everyone shall be encouraged to stay off-campus or remain in their residence room until after they have been assessed by 811. Work or study from home or rooms in residence shall be encouraged and facilitated in these circumstances.

Contracted service providers shall be requested to also keep their employees with symptoms off-campus until after they have been assessed and cleared by 811. Contracted service providers shall be requested to provide their employees with the same financial remuneration that they would have received for the period they must stay home for the 811 assessment.

If a King's employee and has been instructed by a Nurse or Doctor to stay at home, quarantine, or self-isolate, the employee will remain in contact with their supervisor as per any other illness-related absence.

Additional Safety Controls and Requirements

As stated above, the primary controls of this safety plan include two-dose vaccination by a very high percentage of members of the King's community, frequent testing by everyone and participation in regular self-assessment and self-isolation by everyone. These additional measures are intended to provide an additional and ancillary layer of protection and assurance. They may be increased, with the advice of the Occupational Health and Safety Committee, as required by changes in public health orders or in response the committee's assessment of the need for additional measures.

1. Personal Protective Equipment (PPE)
 - a. Masks:
 - i. Everyone present on King's property will be encouraged to wear a non-medical mask in all indoor spaces. Special care will be taken to encourage wearing masks when the risk of any and all infection increases sufficiently, such as in large gatherings, and during the winter months (flu season).
 - b. All other PPE and protective devices:
 - i. Additional PPE or protective devices, such as face shields, plexiglass barriers, and gates, shall be provided, particularly for front level staff, and where reasonably requested in an Adjunct Safety Plan or independently of such a plan.
2. Distancing of Operations on Campus:
 - a. University activities will seek to maximize the physical distance between people on campus when practical. This includes gathering areas such as Classrooms, Dining Areas, Common Rooms, and Meeting Rooms.
 - b. Face to face interactions will be limited to (1) meter whenever practical.
 - c. The space between chairs will be maximized to suit the total number of occupants without unnecessary bunching or grouping.
 - d. Existing common area washroom de-densification will remain in effect. Should washroom capacity not meet demand, selected washrooms may be returned to pre-COVID density at the recommendation of the OH&S and with approval of the President.
3. Required Adjunct Safety Plans (See Appendix: Adjunct Safety Planning)
 - a. Adjunct safety plans will be required to further clarify the application of these regulations for departments with frequent gatherings and in-person interactions:
 - i. Athletics
 - ii. Chapel
 - iii. Facilities Management
 - iv. Library
 - v. Residence
 - vi. Wardroom and Galley
 - b. Special Events and High-Risk Activities
 - i. An application must be made to have Special Events and High-Risk Activities to the Co-Chairs of the OH&S committee in advance of the event. The OH&S committee will determine if an Adjunct Safety Plan is required for each application.
 - ii. Special Events shall be defined as any gatherings which are not a mandatory part of the normal operation of the University. Most events that are not classes, tutorials or the regular gatherings within the gym, chapel, wardroom, or galley will be considered to be

special events. Examples include public lectures, O-week activities, celebrations, special athletic events, and conferences.

- iii. **High Risk Activities** are any activities where the likelihood of a COVID infection is substantially elevated by the activity itself. Examples include quarantine of ill students, travel to areas with COVID or lower immunization rates, or activities that require close and constant physical contact within a larger group of people.

4. Hygiene and Cleaning

- a. **Handwashing:** Frequent handwashing will be encouraged throughout the campus. Instructions on proper handwashing will be provided in all washrooms.
- b. **Hand Sanitizer Stations:** Hand sanitizer stations will be provided outside all washrooms as well as at all exits and common areas.
- c. All community members will be encouraged to provide cleaning of their personal items and office touchpoints.
- d. Touchpoints, washrooms, classrooms, and residence buildings will continue to receive additional cleaning. A detailed cleaning regime will be provided in the Facilities Management Adjunct Safety Plan.

5. Contact Tracing

- a. Contact tracing will be provided to the extent permitted by attendance recording systems that are normally in operation on campus:
 - i. Academic registration system (Banner)
 - ii. Residence registration system (eRezLife)
 - iii. Access Control System (Corby)
 - iv. Employee attendance records
 - v. Meeting attendance records

6. COVID-19 Infection and Communication

- a. Should a member of the community be infected with COVID-19:
 - i. Everyone in the University community will fully cooperate with the Health Authority and Public Health.
 - ii. In accordance with its established process for communications about COVID cases, The University will communicate the risk to the community as prescribed by the Health Authority and shall protect the privacy of those involved. (See the April 28th, 2021 Message from the President : <https://ukings.ca/coronavirus/latest-covid-19-updates/>)
 - iii. Additional safety-related communications may also be made to specific individuals who may be directly impacted or at risk.

7. Accountability for Safety Plan Violations:

- a. This Central Safety Plan and all Adjunct Safety Plans are intended to reduce the risk of harm to the King's community from COVID-19. The impact of this virus varies from asymptomatic to severe sickness and death. Every member of the King's community depends on the responsible action of all the others to ensure mutual safety. **All members of the King's community will be held personally accountable for violations of any safety plans.**

Appendix: Adjunct Safety Planning

The Central Safety Plan provides high-level guidance for University activities. Additional safety plans, called Adjunct Safety Plans, may be required to provide specific operational details in the implementation of the Central Safety Plan (See Section 2: “Required Adjunct Safety Plans”).

Requirement for Adjunct Safety Plans:

1. Adjunct Safety Plans must be created under the following conditions:
 - a. As a requirement of this Central Safety Plan (see Section 2: Required Adjunct Safety Plans)
 - b. At the request of the OH&S Committee
 - c. At the request of the President
2. A template will be provided to guide in the creation of Adjunct Safety Plans.
3. Adjunct Safety plans shall not supersede, diminish or in any way modify the requirements of this Central Safety Plan.

A department or unit may also decide to adopt an adjunct safety plan in circumstances when it is not required. These plans must follow the Adjunct Safety Planning Process below. As with required plans, they shall not supersede, diminish or in any way modify this Central safety Plan.

Adjunct Safety Planning Process:

1. Recognized University Programs, Departments, Units, Societies or Groups may create Adjunct Safety Plans. Every Adjunct Safety Plan must be supported by the leadership of the associated Program, Department, Unit, Society, or Group.
2. All adjunct plans shall be submitted to the Occupational Health and Safety Committee (OH&S) for review and recommendation for approval. All adjunct plans must be approved by the President.
3. A depository of all approved adjunct plans will be kept by OH&S. Copies of adjunct plans can be obtained by contacting the OH&S committee Co-Chairs.