



Adoption Date:	August 2020
Revision Date:	
Reference #:	BRD - 32
Category:	Human Resources

Mandatory Use of Mask or Face Covering 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 or face covering 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 or face covering must cover the nose, mouth and chin and must be worn while entering and within an indoor area that is accessible to the public. 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 Coverings

The following persons are exempt from requiring a mask or face covering 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 cover and cannot be persuaded to do so by their caregiver
 - Persons who have trouble breathing or are otherwise unable to wear a face
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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 or face covering under the Ontario Human Rights Code

4.3. Enforcement of Policy

- Signage advising customers of the mandatory face covering requirement will be posted on all entrances and within the Brampton Library.
- Employees will ensure that customers are wearing a face covering 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 covering, 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 covering 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.

6. REFERENCES AND RELATED DOCUMENTS

Corporation of the City of Brampton [By-Law #135-2020](#)