



## Keeping Ontario Safe and Open **BUILDING YOUR SAFETY PLAN**

### **Facilities for Sports, Gyms and Recreational Activities**

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November 24, 2020

The screenshot shows a web browser window with the following elements:

- Top left: Workplace Safety & Prevention Services logo and the text "Workplace Safety & Prevention Services" and "Understanding MLTSD Expectations During COVID-19".
- Top right: Browser navigation icons (back, forward, refresh) and a "Tech Support" button.
- Center: A blue arrow points from the "Tech Support" button in the center to the "Tech Support" button in the top right corner.
- Below the arrow: A blue hand icon with the text "To 'ask a question'", a green refresh icon with the text "To refresh your page", and a rounded rectangle containing the text "Tech Support" followed by "Experience technical issues".
- Bottom right: Workplace Safety & Prevention Services logo.
- Bottom left: The number "2".

## DISCLAIMER

NOTE: This document is intended for informational purposes only to provide an overview of the potential hazards posed in the workplace due to COVID-19. It is not intended as medical or scientific advice, to provide a comprehensive risk assessment for all workplaces, or to replace any legislated workplace safety obligations. Due to the ongoing evolution of the situation in Ontario and around the world, this document may be used as a guide for Employers in addition to guidance delivered by government and public health authorities, including, but not limited to the [World Health Organization \(WHO\)](#), [Ontario Ministry of Health, Public Health Ontario](#) and the [Centers for Disease Control and Prevention \(CDC\)](#). Any use which is made of this document by any Employer, or any reliance on or decisions to be made based on it, is the responsibility of the Employer. WSPS and its partners, officers, directors, employees, agents, representatives, suppliers and service providers accept no responsibility for any errors or omissions in content or for damages of any kind or nature suffered by any Employer or any third party as a result of use of or reliance on this communication.



## Keeping Ontario Safe and Open: Building Your Safety Plan for Fitness Centres, Sports, Gyms and Recreational Activities

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## COVID-19 Response Framework: \*Keeping Ontario Safe and Open

On November 3, 2020, the Government of Ontario released the **Keeping Ontario Safe and Open Framework**.

In consultation with the Chief Medical Officer of Health and other health experts, the Ontario government has developed the Keeping Ontario Safe and Open Framework. It ensures that public health measures are targeted, incremental and responsive to help limit the spread of COVID-19, while keeping schools and businesses open, maintaining health system capacity and protecting vulnerable people, including those in long-term care.

\*Reference: [New COVID 19 Framework Keeping Ontario Workplaces Safe and Open](#)



### General Public Health Measures (For businesses, organizations & facilities, and face coverings)

<b>PREVENT</b> (Standard Measures)	<b>PROTECT</b> (Strengthened Measures)	<b>RESTRICT</b> (Intermediate Measures)	<b>CONTROL</b> (Stringent Measures)	<b>LOCKDOWN</b> (Maximum Measures)
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**Public Health Advice, Recommendations and Instructions**

Businesses or organizations must operate in compliance with the advice, recommendations, and instructions of public health officials, including any advice, recommendations or instructions on physical distancing, cleaning or disinfecting. Check with your local public health unit for any additional advice, recommendations or instructions.

**Screening**

Businesses or organizations must operate in compliance with the advice, recommendations instructions issued by the Office of the Chief Medical Officer of Health on screening individuals. This includes:

- Workplaces must screen any workers or essential visitors entering the work environment. See the [COVID-19 Screening Tool for Workplaces](#) for more information.
- Some businesses or organizations must screen patrons. Where this is required, it is noted in subsequent slides.

**Personal Protective Equipment including Eye Protection**

Personal protective equipment that provides protection of the eyes, nose, and mouth, is required if a worker is required to come within 2 metres of another person who is not wearing a face covering.

**Capacity Limits**

All businesses or facilities must limit capacity so that every member of the public is able to maintain two metres of physical distancing from every other person. Some businesses or facilities have additional capacity restrictions. Where additional capacity restrictions are in place, it is noted in subsequent slides.

**Cleaning and Disinfection**

Businesses or places that are open shall ensure that equipment, washrooms, locker rooms, change rooms, showers that are accessible to the public are cleaned and disinfected as frequently as is necessary to maintain a sanitary condition.

**Face Coverings**

Face coverings are required to be worn by members of the public and workers in indoor public places and workplaces, with limited exceptions.

**Safety Plans**

Safety plan required in higher risk settings.

Requirement for all businesses/organizations open in Lockdown to have a COVID-19 workplace safety plan.



### Organized Public Events, Social Gatherings, and Religious Services, Rites and Ceremonies

PREVENT (Standard Measures)	PROTECT (Strengthened Measures)	RESTRICT (Intermediate Measures)	CONTROL (Stringent Measures)	LOCKDOWN (Maximum Measures)
<p><b>Limits for certain organized public events and social gatherings</b> where physical distancing can be maintained:</p> <ul style="list-style-type: none"> <li>• 10 people indoors</li> <li>• 25 people outdoors</li> </ul> <p>This includes functions, parties, dinners, gatherings BBQs or wedding receptions held in private residences, backyards, or parks.</p>	Same as previous level	Same as previous level	<p><b>Limit for all organized public events and social gatherings</b>, where physical distancing can be maintained:</p> <ul style="list-style-type: none"> <li>• NEW 5 people indoors</li> <li>• 25 people outdoors</li> </ul>	<p><b>No indoor organized public events and social gatherings</b>, except with members of the same household.</p> <p><b>Limit for outdoor organized public events and social gatherings</b>, physical distancing can be maintained:</p> <ul style="list-style-type: none"> <li>• 10 people outdoors</li> </ul> <p>Virtual and drive-in gatherings and events permitted.</p>
<p><b>Limits for organized public events and social gatherings</b> where physical distancing can be maintained:</p> <ul style="list-style-type: none"> <li>• 50 people indoors</li> <li>• 100 people outdoors</li> </ul> <p>This includes events and gatherings in staffed businesses and facilities.</p>	Same as previous level	Same as previous level		
<p><b>Limits for weddings, funerals and other religious services, rites or ceremonies</b>, where physical distancing can be maintained:</p> <ul style="list-style-type: none"> <li>• 30% capacity of the room indoors</li> <li>• 100 people outdoors</li> </ul>	Same as previous level	Same as previous level		

### COVID-19 levels by region

Find out which level your region is in. The proposed changes marked with an asterisk (\*) would come into effect on Monday, November 23, 2020 at 12:01 a.m.

Regions are based on public health unit boundaries. [Find your public health unit](#). In addition to the provincial health measures, some municipalities and local medical officers of health have added their own regional restrictions or requirements. Check your local public health unit or municipality's website for details using the links below. Links to public health units will direct you to separate websites.



## Prevent (standard measures) – green

Restrictions reflect broadest allowance of activities in Stage 3. Highest risk settings remain closed. [Learn about the public health measures for prevent \(green\).](#)

- Algoma Public Health
- Haliburton, Kawartha, Pine Ridge District Health Unit
- Hastings and Prince Edward Counties Public Health
- Lambton Public Health
- Leeds, Grenville and Lanark District Health Unit
- North Bay Parry Sound District
- Northwestern Health Unit
- Porcupine Health Unit
- Renfrew County and District Health Unit
- Timiskaming Health Unit

**Capacity limits:**


- \*50 people in doors or 100 people outdoors in classes
- \*50 people indoors in area with weights or exercise equipment
- \*Maximum of 50 spectators indoors or 100 outdoors

Capacity limits applies on a per-room basis if operating in compliance with a plan approved by the Office of the Chief Medical Officer of Health (Guidance for Facilities for Sport and Recreational Fitness Activities During COVID-19)

Team or individual sports must be modified to avoid physical contact; 50 people per league  
Exemption for high performance athletes and Para sports



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## Protect (strengthened measures) – yellow

Enhanced targeted enforcement, fines and enhanced education to limit further transmission. Public health measures for high risk settings. [Learn about the public health measures for protect \(yellow\).](#)


- Chatham-Kent Public Health\*
- Eastern Ontario Health Unit\*
- Grey Bruce Health Unit\*
- Haldimand-Norfolk Health Unit
- Kingston, Frontenac and Lennox and Addington Public Health\*
- Middlesex-London Health Unit
- Peterborough Public Health\*
- Public Health Sudbury and Districts
- Thunder Bay District Health Unit\*

**Measures from previous levels and:**

- Increase spacing between patrons to 3m in areas with weights or exercise equipment and in exercise and fitness classes
- Maximum of 10 people per room indoors and 25 outdoors in fitness or exercise classes
- Require contact information for all members of the public that enter the facility
- Require reservation for entry; one reservation for teams
- Safety plan is required to be prepared and made available upon request



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## Restrict (intermediate measures) – orange


Enhanced measures, restrictions and enforcement, avoiding any closures. [Learn about the public health measures for restrict \(orange\).](#)

- Brant County Health Unit
- Huron Perth Public Health\*
- Niagara Region Public Health
- Ottawa Public Health
- Simcoe Muskoka District Health Unit\*
- Southwestern Public Health\*
- Wellington-Dufferin-Guelph Public Health
- Windsor-Essex County Health Unit\*

**Measures from previous levels and:**

- Maximum of 50 people total in areas with weights and exercise machines and all classes (revoke OCMOH approved plan)
- Screening of patrons is required, in accordance with instructions issued by the Office of the Chief Medical Officer of Health
- Patrons may only be in the facility for 90 minutes except if engaged in a sport
- No spectators permitted (exemption for parent/guardian supervision of children)

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## Control (stringent measures) – red

Broader-scale measures and restrictions across multiple sectors to control transmission (return to modified Stage 2). Restrictions are the most severe available before widescale business or organizational closure. [Learn about the public health measures for control \(red\).](#)

- Durham Region Health Department\*
- City of Hamilton Public Health Services
- Halton Region Public Health
- Region of Waterloo Public Health and Emergency Services\*
- York Region Public Health

**Measures from previous levels and:**

- Gyms and fitness studios permitted to be open:
  - Maximum of 10 people indoors or 25 people outdoors in classes
  - 10 people indoors in areas with weights or exercise equipment
- Team sports must not be practiced or played except for training (no games or scrimmage)
- Activities that are likely to result in individuals coming within 2m of each other are not permitted

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## Lockdown (maximum measures) - grey

Widescale measures and restrictions, including closures, to halt or interrupt transmission (modified Stage 1 or pre-Stage 1). [Learn about the public health measures for lockdown \(grey\).](#)

- Peel Regional Health Unit\*
- Toronto Public Health\*

### Measures from previous levels and:

- Closure of all indoor facilities, including indoor courts, pools, and rinks
- Community centres and multipurpose facilities (e.g., YMCA) allowed to be open for permitted activities such as child care services
- Indoor individual and team sports (including training) not permitted with exemptions for high performance, including Para sport athletes, and professional leagues (e.g., NHL, CFL, MLS, NBA)
- Outdoor sports, classes, and use of amenities, limited to 10 people

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## Mandatory Safety Plans

Employers are required to have a **safety plan** available upon request in the following sectors in health units that are in level yellow, orange and red:

- Restaurants, bars and food or drink establishments
- **Facilities for sports and recreational activities**
- Meeting and event spaces
- Mall operators
- Personal care services
- Casinos, bingo halls and gaming establishments
- Cinemas
- Performing arts facilities

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## COVID-19 Safety Plan: Elements and Snapshot

1. **Communicating – How will you ensure all workers know how to keep themselves safe from exposure to COVID-19?**
  - What guidance will you need to provide?
2. **Screening – How will you screen for COVID-19?**
  - How you will stay current about what symptoms to look for?
3. **Preventing transmission – How will you control the risk of transmission in your workplace?**
  - What engineering and administrative controls will you use?
4. **What will you do if there is a potential case, or suspected exposure to COVID 19 in your workplace?**
  - What is the contact information for your local public health unit?
5. **How will you manage any new risks caused by changes to the way you operate your business?**
  - With workers, review existing critical risks and whether work practice changes will affect your current risk management strategy.
6. **How will you make sure your plan is working?**
  - Who is responsible for evaluating how things are working and for adapting the plan as you find better/easier ways to do things?

+ Safety Plan Snapshot



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## Safety Plan Element 1: Communication

**Communicating – How will you ensure all workers know how to keep themselves safe from exposure to COVID-19?**

- How will you share information?
- Do you need new or more frequent types of communication?
- Where will you update yourself on new COVID-19 guidance?



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## Safety Plan Element 1: Communication

### Example of a plan....Sweat Safe Fitness Studio

- **Internal and Customer Communications:**

- All staff will be asked to provide updated emergency contact information every 3 months. The manager will maintain and update the emergency contact list and keep a copy in the log at the front desk.
- Every Sunday evening, the weekend supervisor will check Ontario.ca and the Eastern Ontario Health Unit website for any updates, including the current colour level. The weekend supervisor will email any changes or updates to all staff along with COVID-19 safety reminders.
- The Health and Safety Lead (H&S Lead) will post this plan and any updates on our social media pages, on the white board in the breakroom and on the notice board at the customer entrance. **All staff are responsible for checking for new information daily and reviewing the updates..**

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## Safety Plan Element 2: Screening

### Workers, customers and visitors

#### Screening – How will you screen for COVID-19?

- Will you use a screening checklist?
- Who will do the screening?
- Who needs to be screened and how often?

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## Safety Plan Element 2: Screening

### Example of a Plan....Sweat Safe Fitness Studio

#### How will you screen for COVID-19?

- All staff, visitors and customers will be required to participate in active screening using our app and scan the QR code for their completed screening at the reception desk before entering the studio. The manager will monitor any updates or changes to [Ontario COVID-19 Screening Tool for Workplaces](#) and update our self-screening questionnaire on the app when needed.
- Any customers who do not meet the screening requirements **will not be permitted** to enter the studio. The supervisor and manager will be contacted to assist if any customer relations issues arise due to denial of entry.

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## Safety Plan Element 3: Preventing Transmission

#### Preventing transmission – How will you control the risk of transmission in your workplace?

- What changes will you make?
- Who needs to be in the workplace?
- How will you gather worker ideas about different ways of working?

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## Safety Plan Element 3: Control of Risk Transmission

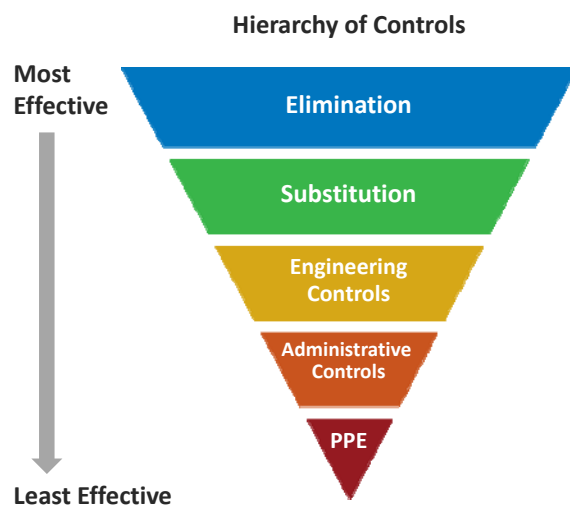
### Core focus

- Source control masking
- Maximize physical distancing and separation
- Ventilation and air flow
- Reduce transmission from surfaces and objects
- Support good hand and respiratory hygiene
- Consider personal protective equipment (PPE) if needed

**Did you Know?** A lack of physical distancing in lunch rooms and other common areas, improper mask use, carpooling with other employees and failure to conduct an on-site screening process to prevent symptomatic workers from entering a facility are the leading causes of infection in workplaces

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## Consider: Control of Risk Transmission



**ELIMINATION** This involves removing the risk of exposure entirely from the workplace. Having all workers stay home would eliminate COVID-19 risk from the workplace.

**SUBSTITUTION** This involves replacing a hazardous substance with something less hazardous (e.g. replacing one chemical with another). For an infectious disease such as COVID-19, there is no option for substitution.

**ENGINEERING CONTROLS** These involve making physical changes in the workplace that separate workers from the hazard or support physical distancing, disinfecting and hygiene.

**ADMINISTRATIVE CONTROLS** These involve making changes to the ways people work and interact, using methods such as policies, procedures, training and signage.

**PERSONAL PROTECTIVE EQUIPMENT (PPE)** This is equipment and clothing worn by a worker to minimize exposure to hazards and prevent illnesses and infection. PPE is used to protect the wearer.

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## Preventing Transmission: Using Masks as a Control Measure in the Workplace

A mask is a piece of equipment that:

- covers the wearer's nose, mouth and chin
- is fixed to the face with straps, ties or elastic, either behind the head or with ear loops

For COVID-19 protection, masks can be used as workplace control measures in two ways:

- as **source control**: workers and visitors wear the mask **to protect those around them**
- as **personal protective equipment (PPE)**: workers wear the mask (along with eye protection) **to protect themselves**

Masks are important to reduce risk and are now mandatory in many workplaces in Ontario.

- Masks should not be the only control measure you use or replace other control measures in your workplace.
- Not all masks are suitable for both purposes. Cloth masks are not PPE.

How effective masks are as a control measure depends on:

- the type of mask(s) used
- masks being worn properly and consistently

To help you decide what is right for your workplace, see the guide to [using masks in the workplace](#).

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## Safety Plan Element 3: Control of Risk Transmission

### Example of a Plan....Sweat Safe Fitness Studio

#### Physical Distancing

- Staff will remain behind the Lexan barrier when at the front desk. The manager and H&S Lead will inspect the barriers daily to ensure any required repairs are completed immediately.
- For class/group activities, the instructor will remain physically distanced from participants at all times. Markings have been placed on the floor to identify the individual exercise space for each participant to ensure physical distancing is maintained in group activities (when group fitness is permitted based on the colour/stage of our region).
- Advance reservations are required to ensure we do not exceed maximum class numbers. This is regularly shared with our customers (see communications above).

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## Safety Plan Element 3: Control of Risk Transmission (cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

#### Physical Distancing

- If our region is in the Protect (Yellow) level, no more than 50 participants are permitted in the entire facility as approved by the Office of the Chief Medical Officer of Health.
- If our region is in the Restrict (Orange) level no more than 50 participants in the entire facility and classes will not exceed 60 minutes in length.
- If our region is in the Control (Red) level no more than 10 participants in the entire facility.
- Lexan barriers have been installed between the participants and the instructor in all classrooms; and between pieces of equipment where feasible.

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## Safety Plan Element 3: Control of Risk Transmission (cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

#### Personal Protective Equipment and Masks or Face Coverings

- All staff must wear a mask or face covering at all times when at work, except in the break room when physically distanced from others, or smoking in designated areas (while physically distanced).
- The instructor on duty will ensure that all staff and class participants are wearing masks throughout the facility and only remove it when the class begins.
- The instructor will use a microphone to instruct participants and the volume of music will be set at a conversational level to avoid shouting.
- Disposable masks will be available at the front desk for all staff and customers.
- Staff who may be required to approach within 2 metres of customers will be provided with a procedure mask and face shield and the use of this personal protective equipment is required when it is not possible to maintain physical distance.

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## Safety Plan Element 3: Control of Risk Transmission (cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

#### Cleaning and Disinfection

- All commonly touched surfaces and shared areas will be cleaned at minimum at the start of the day, and before each class. This includes lockers, cubbies, doorknobs, counters, change rooms, washrooms and floors if there is direct contact.
- Customers will be encouraged to arrive ready for their workout or fitness class to limit the use of change rooms and movement through the studio.
- Our H&S Lead will ensure that all cleaning and disinfection products we use are Health Canada-approved as effective against COVID-19.

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## Safety Plan Element 3: Control of Risk Transmission (cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

#### Hand and Respiratory Hygiene

- The on-shift supervisor will make sure that hand sanitizer is available for customers and staff to use at all times, including at the registration desk, between equipment, front entrance and entrances into the classrooms.
- Public health posters on washing hands and on cough and sneeze etiquette will be posted in each washroom, at the customer entrance and in the classroom.
- Staff will wash their hands with soap and water or use hand sanitizer frequently.

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## Safety Plan Element 3: Control of Risk Transmission (cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

#### Air Circulation

- The manager will walk through the studio every morning and open any windows and doors to allow for airflow, when weather permits and it is safe to do so.
- The instructor will open all available windows and doors after each class.

The last staff member to leave each day will ensure the building is secure and verify that the ventilation system is left on overnight.

- The owner will coordinate maintenance of the air-handling (HVAC) system according to the manufacturer's schedule and keep records in the office.

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## Safety Plan Element 4: In the Event of COVID 19 at your Workplace...

What will you do if there is a potential case, or suspected exposure to COVID 19 in your workplace?

- What is the contact information for your local public health unit?

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## Safety Plan Element 4: In the Event of COVID 19 at your Workplace

### Example of a Plan....Sweat Safe Fitness Studio

- NOTE: The Telehealth Ontario phone number is posted at every phone in the studio. The manager maintains the listing of Eastern Ontario Health Unit, WSIB, MLTSD and the emergency contact numbers on the bulletin board in the manager's office.
- If someone starts to experience COVID-19 symptoms in the studio:
  - Staff should notify the manager or supervisor if they start to feel COVID-19 symptoms or if they notice someone else showing symptoms.
  - Call 911 if a person is experiencing severe and potentially life-threatening symptoms, such as difficulty breathing.

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## Safety Plan Element 4: In the Event of COVID 19 at your Workplace (Cont'd)

### Example of a Plan....Sweat Safe Fitness Studio

- If there was an infected person at the studio, the manager will send an email to staff, making sure that the person confirmed to have COVID-19 is **not identified** to protect confidentiality.
- The manager will keep in touch with the sick staff member while they are off work and keep in touch with the WSIB if required.
- A staff member with COVID-19 will be allowed to come back to work after they have isolated for at least 10 days, don't have a fever and their symptoms have been improving for 1 day, or as otherwise instructed by the EOHU or their health care provider.
- A staff member who has been self-isolating because they were a close contact will be allowed to come back to work 14 days after their last contact with the ill person or as otherwise directed by the EOHU.

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## Safety Plan Element 5: Managing New Risks Caused by Changes to the way you Operate your Business

**How will you manage any new risks caused by changes to the way you operate your business?**

- With workers, review existing critical risks and whether work practice changes will affect your current risk management strategy.

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## Safety Plan Element 5: Dealing with New and Other Risks Example of a Plan....Sweat Safe Fitness Studio

- Chemicals
- Mental Health
- Workplace Violence

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## Safety Plan Element 6: Making sure your Plan is working...

### How will you make sure your plan is working?

- Who is responsible for evaluating how things are working and for adapting the plan as you find better/easier ways to do things?

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## Safety Plan Element 6: Evaluating your Plan

### Example of a Plan....Sweat Safe Fitness Studio

- The Owner and Manager will seek feedback regarding our plan and any concerns from staff through all-staff meetings and emails, the H&S Lead and the JHSC. All staff are encouraged to provide input.
- Customers will be able to use the posted email address to submit their feedback.
- The Manager will meet with the H&S Lead weekly to review plan effectiveness, any customer or staff feedback received, and other sources of information to update and improve the plan. Meetings will also be scheduled whenever there is a significant change to requirements (for example- if Cornwall moves to a different colour/stage) in order to update the plan and immediately communicate changes to all staff via email and the posting locations in the studio.
- Review of the plan will be a standing item on the agenda for JHSC meetings.

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## Create a COVID-19 Safety Plan Snapshot

### For Example : Sweat Safe Fitness Centre COVID Plan SNAPSHOT:

#### Sweat Safe Fitness Studio's COVID-19 Safety Plan: Snapshot

Date: November 3, 2020

Developed by: Mason B. (Manager) and  
Dina L. (Lead Instructor/Health and Safety  
Lead)

Approved by: Brynn L (Owner)

<p><b>How we're ensuring workers know how to keep themselves safe from exposure to COVID-19</b></p> <ul style="list-style-type: none"> <li>• Our manager is regularly checking health information and news to inform our protocols.</li> <li>• Staff reminders emailed weekly - New rules, changes to plan, and safety reminders.</li> <li>• Social media, voicemail, and posters at our fitness studio inform class participants of safety measures.</li> </ul>	<p><b>How we're screening for COVID-19</b></p> <ul style="list-style-type: none"> <li>• All staff and people entering for work-related purposes are screened before they enter.</li> <li>• All customers are screened at the entry to the studio before entering.</li> </ul>	<p><b>How we're controlling the risk of transmission in our workplace</b></p> <ul style="list-style-type: none"> <li>• All staff are required to wear a mask while at work.</li> <li>• Class participants have an assigned space to ensure physical distancing.</li> <li>• We are following provincial and Eastern Ontario Public Health requirements for distancing, class and facility capacity.</li> <li>• Barriers are installed at the registration desk, around the instructor's work area and as appropriate between workout stations.</li> <li>• Frequently touched surfaces are cleaned and disinfected before and after each class.</li> <li>• Hand sanitizer is available throughout the studio.</li> <li>• Signage is posted to remind everyone to physically distance, wear a mask and wash their hands properly.</li> <li>• When it's possible, all doors and windows will be kept open.</li> </ul>
<p><b>What we will do if there is a case, or suspected exposure to, COVID-19 at our workplace</b></p> <ul style="list-style-type: none"> <li>• Support staff members who are sick or self-isolating.</li> <li>• Follow public health direction, and share information (from the pre-screening log) about people who entered the fitness studio to help public health contact tracing if needed.</li> <li>• Communicate with our staff and class participants.</li> </ul>	<p><b>How we're managing any new risks caused by the changes made to the way we operate our business</b></p> <ul style="list-style-type: none"> <li>• Making sure staff are trained to use new cleaning products safely, providing mental health supports for staff, providing de-escalation training to staff to prevent violence and harassment.</li> </ul>	<p><b>How we're making sure our plan is working</b></p> <ul style="list-style-type: none"> <li>• Seeking feedback from staff (in person, and customers (by email)).</li> <li>• Review our plan frequently and make changes based on feedback.</li> </ul>

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## The Path Ahead

As the COVID-19 situation evolves what is right for your situation may change. Make sure to review and update your plan regularly.

You should be aware of and make sure to follow the most current:

- requirements of the [local public health unit](#)
- relevant bylaws in the municipality in which you do business
- regulations under the [Reopening Ontario \(A Flexible Response to COVID-19\) Act](#) that are applicable to your business
- [directives issued by the Chief Medical Officer of Health](#) that are applicable to your industry or business

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## Guidance and resources

For use in developing your safety plan

The following slides contain links to some general guidance and some sector-specific guidance that will be of use to you when developing your safety plan. If you are aware of best practices from your industry or other jurisdictions, you may want to consider them as well



## NEW: Regulations for Areas Re-Opening, Stage 2, and Stage 3

On November 7, 2020, subsection 1 (1) of Schedule 2 to the Regulation is revoked and the following substituted: (See: O. Reg. 641/20, s. 8 (1))

[Rules for areas in Stage 3](https://www.ontario.ca/laws/regulation/200364) <https://www.ontario.ca/laws/regulation/200364>

[Rules for areas in Stage 2](https://www.ontario.ca/laws/regulation/200263) <https://www.ontario.ca/laws/regulation/200263>

[Stages of Re-opening](https://www.ontario.ca/laws/regulation/200363) <https://www.ontario.ca/laws/regulation/200363>



## General Guidance

- [Safety Plan and Template](#)
- [Mask Guide](#)
- **Mask Safety Videos**  
[Video 1](#)  
[Video 2](#)
- **General OHSA guidance** [General OHSA guidance](#)
- **New keep Ontario open framework**  
[New Keeping Ontario Safe and Open Framework](#)
- **Screening Tool** [http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/workplace\\_screening\\_tool\\_guidance.pdf](http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/workplace_screening_tool_guidance.pdf)

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## Sector Specific Safety Plan Information

Today we reviewed content included in the sample safety plan for restaurants, bars and other food establishments. To obtain your copy of the safety plan, visit

[Fitness and Swimming Pools Facilities Health and Safety Guidance Document](#)

[Sports Sector Guidance Document](#)

[Fitness Studio Sample Safety Plan](#)

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## Questions & Answers



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For all your health and safety solutions, contact:

**Workplace Safety & Prevention Services**

1 877 494 WSPS (9777)

**WSPS.CA**



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