

COVID-19 Health and Safety Policy
(formerly COVID-19 Vaccination, Testing and Mask Policy)

Origin	Return to Campus Committee	Issuing Authority	University Executive
Responsibility	Return to Campus	Effective Date	March 2, 2022
Subject	Health, Wellness, Safety	Authorized	

Purpose

This Policy is being enacted to protect the health and safety of the Cape Breton University community from the spread of COVID-19, including the Omicron Variant of SARS-CoV-2.

This Policy is subject to change and will be enacted in accordance with the latest guidance from public health officials and government orders and directives. Public health guidance is likely to continue to evolve. Cape Breton University reserves the right to implement further requirements and restrictions, such as vaccination and testing.

Scope

This Policy applies to all Cape Breton University students, including students on work placements, staff, faculty, visitors and contractors. Any federal and/or provincial mandatory public health guideline or quarantine/isolation requirement related to COVID-19 which is more stringent than this Policy will supersede this Policy.

In the case of conflict between this Policy and the Return to Campus Plan, this Policy supersedes the Return to Campus Plan to the extent of the conflict.

Key Definitions

Campus: Cape Breton University owned or leased grounds, buildings, instructional spaces and student residences including the Cape Breton Health and Recreation Complex as well as any in-community teaching locations in Nova Scotia.

Contractor: An individual or company that provides services, materials and/or labour on campus.

- Contractors can be split into two groups: those who require daily access and/or regular access to campus to complete their work, and those who require temporary access to campus for a short-term period of work (less than one month). Herein referred to as long-term and short-term contractors, respectively.

Policy

Policy Statement

To protect the health and safety of our community, individuals attending campus are required to wear a well-fitting mask in all common areas and where there is any interaction with the public. Individuals are strongly encouraged to follow [current Government of Nova Scotia recommendations for mask selection and use](#).

- All students and teaching staff will be required to leave their masks on during class time.
- Attendees at a meeting taking place in a designated CBU meeting room may remove their masks, provided:
 - Physical distancing of six (6) feet is maintained where possible, or maximum distancing is in place within the given physical space; and
 - The meeting is not an event, such as a convention, conference or reception, or a public event.
- Attendees at a meeting taking place in a designated CBU meeting room may choose to wear a mask.
- Attendees at a meeting taking place in a designated CBU meeting room are encouraged to obtain consent from other attendees before removing their masks.
- Individuals may remove their masks when actively eating or drinking while seated.
- Individuals may remove their masks in study rooms in the CBU library, provided:
 - Physical distancing of six (6) feet is maintained or, if that is not possible, maximum distancing is in place within the given physical space; and
 - The study room has a door that closes and the door is closed.
- Masks may be removed when an individual is alone in their work space.
- Masks can be removed outdoors unless within six (6) feet of another individual.

Long Term Contractors

All long-term contractors must adhere to this Policy and provide an updated COVID-19 safety plan that demonstrates their plans on how compliance will be maintained.

Short Term Contractors

All short-term contractors must adhere to this Policy

Enforcement

Employees found in violation of this Policy will be subject to disciplinary action, which may include removal of access to campus or termination of employment.

Students found in violation of this Policy will be subject to disciplinary action, up to and including removal of access to campus or discipline in accordance with the [Code of Student](#)

Conduct.

Cape Breton University reserves the right to void any contracts with contractors who fail to adhere to this Policy.