PROTECTING WORKERS AND STUDENTS ON-CAMPUS DURING COVID-19

Using the precautionary principle

PROVIDE SERVICES REMOTELY

Until the threat of COVID-19 has passed, whenever possible staff and students should work and study remotely. Services can be provided through email, telephone, video conference or the web. Payments can be processed remotely or through student accounts.

Providing all services remotely protects staff and also students who won’t have to take public transit or deal with long line ups in-person to conduct business with the university. It also enables international students who may have issues with traveling the ability to receive all services.

SHIELDS UP!

If work must be conducted in person, protections must be put in place. For example at a service counter, students should be provided markers on the floor to ensure two meter distancing is maintained and a plexiglass shield be provided to separate and protect staff and students.

The university has an obligation to take every precaution reasonable to protect workers including the provision of Personal Protective Equipment such as gloves, masks, and face shields. This is especially important for staff who need to touch shared objects or come into close proximity with others, such as in teaching labs, IT, libraries, bookstores, parking, front desks, etc.

MAINTAIN SOCIAL DISTANCING

It’s critical that people are able to keep at least two meters apart. If workers are required to come on campus, this could mean that days are staggered so some staff work from home while others come on campus to ensure that offices do not become overcrowded.

Working and studying from home is still the safest option. As it allows individuals to maintain social distance and avoid using public transit.

ENSURE ADEQUATE CLEANING

Areas need to be disinfected regularly, especially high touch point areas and washrooms. Items and equipment should be disinfected between uses and access should be provided to disinfectant wipes and hand sanitizer when appropriate.

ACCOMMODATE INDIVIDUAL DIFFERENCES

Extra precautions need to be taken with staff and students who have underlying conditions (immune, respiratory, etc.) that make them more susceptible to COVID-19.

Some may have childcare or elder care obligations that will make it impossible for them to come on campus while schools or care facilities are closed.

Some may face long commutes on crowded public transit systems which puts them at increased risk. These individuals may need to continue to work or study remotely after others have returned to campus.

Forcing students and staff to go to hospitals or crowded clinics to get medical notes also puts them at risk and should be avoided.