

# **COVID-19 VACCINATION POLICY**

(Masking/Testing before Vaccination Proof)

**To come into effect no sooner than October 4, 2021**

## **1. Purpose**

**The Cosmetology Association of Nova Scotia** (the “Business”) is committed to providing a work environment that keeps its employees, contract workers, Members, and the public safe. That commitment means that we must maintain a workplace free of hazards to an individual’s health such as COVID-19. It is critical therefore that, as an organization, we take reasonable precautions to protect against exposure to viruses including (but not limited to) COVID-19.

The purpose of this Policy is to set out the standards that employees, contract workers, and visitors must meet in the workplace so that each employee, contract worker, and/or visitor can do their part to keep each other and the public safe.

## **2. Requirements**

- If an employee or contract worker has not provided proof of double-vaccination satisfactory to the Business, the Business requires that all employees, contract workers working within the building always wear an acceptable face mask, while on the premises.
- An acceptable mask must always be worn in the building by employees and/or contract workers, when exam participants or visitors are on the premises.
- The Business requires that all exam participants, renters, and visitors always wear an acceptable mask, while on the premises,
- A mask must cover the nose, mouth, and chin and not convey any unacceptable or unprofessional messaging or images.

## **3. Exam Participant / Model Requirements**

- The Business requires that all exam participants, renters, and visitors always wear an acceptable mask while on the premises.
- As models for certain skill area testing require the removal of a mask (ie: esthetics, facials, waxing, etc.), those models must be fully vaccinated (have both injections of one of the recognized vaccines).
- A mask must cover the nose, mouth, and chin and not convey any unacceptable or unprofessional messaging or images.

The Business recognizes that it has a duty to accommodate to the point of undue hardship any employee or contract worker who cannot wear a mask or be tested for a reason protected by the Nova Scotia *Human Rights Act*.

### ***As of October 4, 2021***

The Business also requires that all employees, contract workers, and visitors continue to follow any other steps to minimize the likelihood of the COVID-19 virus (or any variant) spreading, which could include hand washing, physical distancing where appropriate (at a minimum of 6 feet or 2 meters), using a face mask with a shield, following directions for entry/exit into a building, disinfecting workspaces, etc.

If these measures are not consistently followed or there is a further outbreak of the COVID-19 virus in the community (including any variant):

- The Business reserves the right to require that any or all employees and contract workers be fully vaccinated (have both injections of one of the recognized vaccines) against COVID-19 by a stated date, and the Business will require provide proof satisfactory to the Business. If an employee, contract worker or visitor is not vaccinated, the employee/ contract worker will have to disclose in writing to the Business the reason for not being vaccinated.
- The Business reserves the right to require that any exam participants, renters, or visitors, be fully vaccinated (have both injections of one of the recognized vaccines) against COVID-19 by a stated date, or a negative test within 72 hours prior to the date of any visit and the Business will require provide proof satisfactory to the Business. If an employee, contract worker or visitor is not vaccinated, the employee/ contract worker will have to disclose in writing to the Business the reason for not being vaccinated.

The Business recognizes that it has a duty to accommodate employees or contract workers who cannot receive the vaccine for any reason protected by human rights legislation, such as physical disability or religion.

**Note:** The Business is establishing this requirement separate and apart from any requirements that the Province of Nova Scotia might impose now, or in the future.

### **Compliance with Respect to Employment**

If an employee does not comply with this Policy and does not have a valid reason for that non-compliance (such as a reason protected by human rights or labour legislation for employees), the Business can require that the employee follow alternative measures or, where there is no other option that the Business considers feasible, place an employee on an unpaid leave of absence until the employee is in compliance with this Policy, the pandemic ends or the Business ends the leave of absence.

If a contract worker does not comply with this Policy and does not have a valid reason for that non-compliance (such as a reason protected by human rights legislation), the Business can require that the contract worker follow alternative measures or, where there is no other option that the Business considers feasible, terminate the contract.

### **Confidentiality**

Any information that an employee or contract worker provides to the Business pursuant to this Policy will be kept confidential by the Business. All medical information, including vaccination and testing records, will be stored separately from other employees' personnel files, always kept secure and destroyed when no longer needed.

### **Review of Policy**

The impact of the COVID-19 pandemic will undoubtedly continue to change. The Business will, therefore, review this Policy on an ongoing basis, adjusting it if necessary and revoking it if warranted.