

NON-MEDICAL MASKING POLICY (this “Policy”)

This Policy has been written to continue to safeguard the community against COVID-19 and ensure compliance with the *Emergency Management and Civil Protection Act*, Ontario Regulation 263/20 ss. 4(2), as directed and instructed by the Medical Officer of Health for the Haliburton, Kawartha, Pine Ridge District Health Unit (“HKPR”).

Kawartha Lakes Community Futures Development Corporation (the “Company”) recognizes its role in reducing the spread of COVID-19 in our community.

Effective 12:01 a.m. July 13, 2020:

The Company requires anyone entering our business premises to wear a non-medical mask or face covering.

The non-medical mask or face covering must be worn while inside the premises, unless it is reasonably required to temporarily remove the face covering for services provided by the Company.

All persons will be notified of this requirement through signage posted at all entries and throughout the premises, copies of which may also be available from the HKPR.

This Policy will be enacted and enforced in ‘*good faith*’ by the Company and is an opportunity to educate our clients, customers, suppliers, patrons and others about the use of non-medical masks or face coverings while indoors as a community safety measure. The Company will utilize its “*best efforts*” to interpret, apply and enforce this Policy.

Exceptions:

Some people may not be able to tolerate wearing a mask. The Company will exempt a person from wearing a non-medical mask or face covering on the premises if the person is:

- a child under the age of two years;
- a child under the age of five years, either chronologically or developmentally, who cannot be persuaded to wear a face covering by that child’s caregiver;
- unable to remove his or her mask without assistance;
- unable to wear a mask for medical reasons, such as but not limited to: respiratory disease, cognitive difficulties, difficulties in hearing or processing information; and/or
- unable to wear a face covering for any religious reason.

Role of Staff:

All staff will be trained on this Policy regarding face covering requirements.

All staff will be required to wear a non-medical mask or face covering while working in the space that services the public.

Staff will do their best to limit entry of any person not wearing a non-medical mask or face covering. Efforts may include:

- giving a verbal reminder upon entry that the customer is instructed by the Medical Officer of Health for the HKPR to wear a face covering;
- for customers in the premises seen removing their face covering for extended periods of time, giving a verbal reminder of the requirement to wear a face covering under instruction of the Medical Officer of Health for the HKPR; and/or
- if a customer refuses to put on a face covering and refuses to leave the premises, staff are not required to engage further; there is not a need to turn away or remove a customer to achieve the best effort standard.

Enforcement:

The Company also has the legal right, if necessary, to refuse entry to any person into our commercial establishment in accordance with Ontario's *Trespass to Property Act*, R.S.O. 1990, c. T. 21, as amended, in addition to other rights available under Ontario's other statutory and common law to ensure the safety of all those in our place of business.

Further Interpretation and Application:

This Policy may also be interpreted and applied based on the principles set out by WARDS LAWYERS^{PC} in its publication on non-medical mask use on July 9, 2020, entitled, "**A – Z. SIMPLE. EVERYTHING YOU NEED TO KNOW ABOUT NEW MANDATORY NON-MEDICAL MASKS IN THE CKL FOR BUSINESSES, INCLUDING ENFORCEMENT, REPORTING, MANAGING CONFLICT AND PENALTIES FOR NON-COMPLIANCE**", a copy of which is available here: <http://wardlegal.ca/31594064144654>

This Policy remains in effect until such time as instructions are modified or revoked by the Medical Officer of Health for the HKPR.