

<b>COVID-19 WORKPLACE HEALTH AND SAFETY POLICY</b>		
EFFECTIVE DATE: June 1, 2020	REVIEWED WITH WORKER AND MANAGEMENT COVID-19 HEALTH AND SAFETY COMMITTEE ON: June 1, 2020	PAGES: 3

**PURPOSE**

This policy provides an overview of Hupacasath First Nation (“Hupacasath”) commitment to meeting its obligations under health and safety legislation to keep its workers and others safe from the threat of the COVID-19 coronavirus in the workplace and within the Hupacasath community.

Hupacasath is also committed to resuming services in a way that is culturally safe and reflects a First Nations perspective. As a result, decisions around measures to ease and/or reinstate services are guided not only by health and safety best practices, but also draw on First Nations culture, ceremonies, customs, and teachings of First Nations people and trusted sources within the First Nations communities.

Set out below is an overview of the obligations of workers and others in Hupacasath workplaces in relation to COVID-19. Details of the specific measures taken by the Hupacasath are set out in the Hupacasath COVID-19 Safety Plans for each worksite.

**SCOPE**

This policy applies to all Hupacasath workplaces, including off-reserve workplaces, and workplaces operating under separate legal entities. It also applies to all Hupacasath workers and others in those workplaces.

## **RESPONSIBILITIES**

### **Hupacasath will:**

- Take all reasonable steps to protect the health and safety of workers and others in Hupacasath workplaces, including providing adequate information, training, sanitation, and personal protective equipment.
- Ensure that all workers and others know and understand the measures in place in Hupacasath workplaces to minimize the spread of the virus.
- Communicate to workers and others COVID-19 related prevention measures in place in Hupacasath workplaces.
- Set clear policy for workers and others for what is expected in relation to Hupacasath workplaces, if sick, symptomatic, or exposed to someone who is sick with COVID-19 or experiencing symptoms.
- Where reasonably possible, accommodate workers who are vulnerable due to health conditions with flexible work options.
- Support the well being of workers and others in Hupacasath workplaces.
- Restrict the travel of others in an out of the Hupacasath workplaces to essential travel, such as for medical appointments, and essential deliveries and provision of services.

### **Workers and Others will:**

- Follow all safe work practices and procedures set by Hupacasath, including, safe distancing, and the use of all prescribed safety equipment.
- Report any unsafe work conditions and/or practices posing a potential COVID-19 risk, to a Hupacasath supervisor, or if

unavailable, or unresponsive, to the Hupacasath Human Resources Manager.

- Stay away from Hupacasath workplaces if sick, symptomatic, or exposed to someone who is sick with COVID-19 or experiencing symptoms.

### **MONITOR AND REVIEW**

This policy will be reviewed and revised in accordance with all applicable health and safety requirements and standards as COVID related developments occur.