

## **NNMCC COVID-19 POLICY**

### **A. PURPOSE**

This COVID-19 Policy sets out the Nikkei National Museum & Cultural Centre's ("NNMCC") procedures consistent with our duty under provincial occupational health and safety legislation requiring NNMCC to take reasonable measures to protect the health and safety of our employees, volunteers, and visitors.

NNMCC will post a summary of its COVID-19 Policy, as outlined in our COVID-19 Safety Plan, at all entrances to and key communication points throughout the NNMCC facilities. Signage will be continuously updated according to PHO orders.

### **B. POLICY**

The NNMCC is committed to providing a safe environment for its employees and visitors and complies with the Occupational Health and Safety regulations of WorkSafe BC and, the guidelines for communicable disease prevention, Fraser Health, provincial and federal guidelines, and Provincial Health Officer orders.

The NNMCC Board of Directors recommends that visitors, volunteers, and employees at its premises comply with the current COVID-19 vaccination recommendations as outlined by the BC Provincial Health Officer. It should be noted that proof of vaccination status is not required to enter the NNMCC facility, including common areas and workspaces unless specifically required under a Provincial Health Order (PHO). This policy may require future updates to be compliant with PHO at any given time.

Visitors should familiarize themselves with the Vaccination Card requirement for programs and events at the NNMCC. Reference to current restrictions and expectations for visiting the NNMCC are on our website and communicated through signage onsite. Program instructors and rental organizers will comply with the NNMCC interpretation of the PHO orders and implement procedures in coordination with the NNMCC.

### **C. Onsite BC Vaccine Card**

A BC Vaccine Card, indicating an individual's COVID-19 vaccine status, is not required to enter the NNMCC building, common areas, and workspaces in accordance with PHO Orders, Fraser Health, and WorkSafe BC. However, A BC Vaccine Card may be needed to participate in select programmes

or events as defined by PHO, in which case the program instructors and rental organizers will be responsible for BC Vaccine Card checks. As some programs require proof of vaccination based on PHO Orders, it is recommended that the program instructor be contacted for details.

In line with BC Restart Step 3 (and ongoing PHO orders:

- Do not visit when you have symptoms of communicable disease (eg fever or chills, coughing, diarrhea)
- Mask wearing guidance will continue to be provided by Public Health. Currently, Masks are required in all public indoor settings for all people born in 2017 or earlier (5+). Masks are optional for children aged 2 to 5. Children under 2 should not wear masks. Exemptions in accordance with the PHO orders may be made for:
  - People with health conditions or with physical, cognitive, or mental impairments who cannot wear one
  - People who cannot remove a mask on their own
  - Children under the age of 5
  - People who need to remove their masks to communicate due to another person's hearing impairment
- Hand-hygiene facilities are available onsite in washrooms and in rooms with sinks.
- Physical distancing is recommended, and occupancy levels must align with current PHO orders on capacity limits.

Restricted access to Robert Nimi Nikkei Home and New Sakura-So is managed separately by the Nikkei Seniors Health Care & Housing Society, under current PHO order – Residential Care COVID-19 Preventive Measures.

#### **D. UNWILLINGNESS TO COMPLY**

Employees and volunteers who do not comply with current PHO orders will be required to perform duties of their employment from their homes or at such other location as may be approved by NNMCC. Program instructors and rental organizers are required to confirm all COVID-19 safety plans and procedures with NNMCC personnel for approval and agree to follow all current PHO orders. Visitors, including programs and rental organizers, must familiarize themselves with COVID-19 restrictions and procedures, and follow instructions provided by the NNMCC, including onsite signage.

#### **E. PROTECTING VACCINATION STATUS INFORMATION**

The NNMCC will maintain confidentiality of vaccination status information. Employees who become ill during COVID-19 pandemic will be required to disclose vaccination status to meet the BC Centre for Disease Control recommendations on duration of self-isolation. The information NNMCC collects will be used to determine conditions for employees to work remotely if experiencing COVID-19 symptoms.

In accordance with BC Employment Standards, an employee who requests leave to be vaccinated against COVID-19 will receive up to 3 hours paid leave. Employees who have worked for at least 90 days, including part-time, temporary, and casual positions, are entitled to 5 days of paid leave per year for any personal illness or injury with reasonably sufficient proof of illness. Employees are entitled to 3 days of unpaid sick leave.

Employees are neither mandated to be vaccinated nor disclose vaccination status and may decline in-person meetings and request online meetings instead. Employees may disclose their own vaccination status at their discretion, particularly when invited to attend in-person meetings with individuals 65 years of age and older, or individuals who freely disclose that they have moderate to severe compromised immune systems.

#### **F. ACCOMMODATION**

Persons seeking accommodation must make a request to the Governance & Nominations - Human Resources committee and may be required to provide supporting documentation.

#### **G. DURATION**

This Policy will be active until the Government of British Columbia and provincial Public Health Officer end province-wide COVID-19 restrictions.