

Face Mask Policy

Date Issued: August 26, 2020

1.0 Policy Statement

This Policy has been created in compliance with the City of Toronto [By-Law 541-2020](#) (“By-law”) which came into effect on July 7, 2020. The By-law requires an operator of an establishment that is open to the public to adopt a policy to ensure that no member of the public is permitted entry to or otherwise remains within any enclosed space unless the member of the public is wearing a Mask or Face Covering as defined in the By-law (“Mask”).

2.0 Application and Scope

This Policy applies to all staff, students, patrons, and authorized visitors (including contractors and service providers) while on The Royal Conservatory of Music (“RCM”) premises, which include The TELUS Centre for Performance and Learning, which includes Koerner Hall, and 180 Bloor Street West, suites 601 and 602 (collectively, “RCM Facilities”).

Where this Policy specifies the term “individuals”, it applies to all staff, students, patrons and authorized visitors (including contractors, service providers). The term “staff” or “employee(s)” includes all RCM workers (administrative, faculty, hourly, contract).

3.0. Policy

1. All individuals are required to wear a Mask in order to be permitted entry to the RCM Facilities.
2. All individuals must provide their own Mask, and it must cover their mouth, nose and chin without gapping.
3. Masks will be made available at designated entrances at Security at a nominal cost, should individuals arrive to the RCM Facilities without their own Mask.
4. Individuals must wear a Mask at all time while in the RCM Facilities, but may be temporarily removed in the following circumstances, as long as 2 metres distance between individuals is maintained:
 - I. purpose of receiving services (classes/lesson such as singing, playing brass, wind, or wood instruments)
 - II. for performers while performing on stage
 - III. for staff when working in an individual personal enclosed workspace/office or other designated workspace area
 - IV. while drinking or eating in a designated area

5. The Policy exempts the following as outlined in the By-law:
 - I. children under two years of age;
 - II. persons with an underlying medical condition which inhibits their ability to wear a Mask or Face Covering;
 - III. persons who are unable to place or remove a Mask or Face Covering without assistance;
 - IV. employees and agents of the person responsible for the Establishment within an area designated for them and not for public access, or within or behind a physical barrier; and
 - V. persons who are reasonably accommodated by not wearing a Mask or Face Covering in accordance with the Ontario Human Rights Code.

6. For individuals that are exempt from wearing a mask under the [By-law](#), proof of such exemption is not required. The RCM will strive to accommodate individuals that are exempt and alternatives will be made available to provide services to individuals where possible.

Accommodations should be made in advance prior to arriving on the premises where possible. Staff must speak to their Supervisor and students should advise their respective school at the RCM. Patrons and authorized visitors should also advise their RCM contact or the appropriate department prior to visiting the premise to discuss alternative arrangements.

7. Training

Staff will be trained on this Policy which will include:

- I. how to respond to various circumstances where applicable
- II. compliance with this Policy and the By-law
- III. how to put on and take off a mask

8. Signage

Signs/posters on the By-law will be posted and visible to the public at all designated entrances of the RCM Facilities.