# Executive Briefing Note (COVID-19): Faculty of Education Parent Plan Approval Request Summary

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<tr>
<th>Executive Action/Decision Requested</th>
<th>1. For Decision re: Approval of the Faculty of Education-COVID-19 Safety (Parent) Plan</th>
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<tbody>
<tr>
<td>Endorsement</td>
<td>EOC Directors: Rae Ann Aldridge and Pam Ratner COVID-19 Safety Planning Steering Committee</td>
</tr>
<tr>
<td>Authorship</td>
<td>Prepared for review by the Faculty of Education</td>
</tr>
<tr>
<td>Date</td>
<td>8/4/2020</td>
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<tr>
<td>Decision required no later than</td>
<td>8/14/2020</td>
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## Reopening Facts

| ☒ Under current Provincial Restart BC Phase | ☒ Safety Plan complete |
| ☐ Revenue-generating entity | ☐ Feedback from students/parents received |
| ☒ Teaching/Learning outcome | ☐ External Approval received: ____________ (e.g. external regulatory entity, such as VCH) |
| ☐ Community Engagement & Service | ☒ VP / Dean Approval received: Dr. Blye Frank, Dean of Faculty of Education |

## Reopening Rationale and Scope

### Rational

The Faculty of Education is adhering to the University guidance in offering all classes online during Winter Term 1. However, many faculty members have childcare and elder care responsibilities and do not have appropriate spaces to work productively at home while preparing for winter Term 1 online delivery. The Faculty of Education would like to allow faculty members who wish to prepare for teaching or conduct their scholarly work in their individual unshared faculty office to do so. In addition, faculty do not have access to appropriate spaces or equipment within their own homes to teach lab-based courses (e.g., science methods courses). Similarly, some lab-based Kinesiology courses cannot be taught anywhere except in a lab. Kinesiology is also preparing a plan for community outreach programs such as Active Kids and Body Works which are taught in the Osborn Centre. Teacher candidates if will not be certified if they do not participate in a school-based practicum which is why the Teacher Education Office and the Indigenous Teacher Education Program (NITEP) are being proposed to open.

### Operational Model

For the purposes of safety planning:

- All administrative staff will remain work from home until BC enters Phase IV of the provincial restart plan
- School of Kinesiology offers a limited number of lab-based courses in person. They will prepare an intermediate plan which will include its own spatial analysis.
- Teacher education office will prepare a child plan outlining safety for teacher candidates during practicum placements
- NITEP housed in swing space (Ponderosa F) will submit a child plan for their unit

### Considerations

- Faculty offices are either in the Scarfe or Ponderosa Commons North (PCN) Building. Faculty of Education does not manage PCN but will abide by the directives established by Student Housing and Community Services with respect to spatial analysis.
Faculty of Education COVID-19 Workspace Safety Plan

This plan requires the review of the operational activities in your workspace to ensure effective controls are in place to prevent the transmission of COVID-19. Management and supervisory staff are responsible for developing and updating this document to meet current government mandated requirements. https://covid19.ubc.ca/

<table>
<thead>
<tr>
<th>Department / Faculty</th>
<th>Faculty of Education</th>
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<tr>
<td>Facility Location</td>
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<tr>
<td>1. Neville Scarfe Building, 2125 Main Mall</td>
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<tr>
<td>2. Ponderosa Commons Oak House, 6445 University Blvd</td>
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<tr>
<td>Proposed Re-opening Date</td>
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<td>Workspace Location</td>
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Introduction to Your Operation

1. Scope and Rationale for Opening

The Faculty of Education is adhering to University guidance in offering all classes online during Winter Term 1. The Neville Scarfe Building (SCRF) and the Education spaces in Ponderosa Commons North (PCN) remain closed. However, we recognize that many of our faculty do not have appropriate spaces to work productively at home while preparing for Winter Term 1 online delivery. We are therefore proposing to allow those faculty members who wish to prepare for teaching or conduct their scholarly work in their individual (unshared) Faculty office to do so.

The scope of this parent plan covers Faculty of Education operations in SCRF and PCN, and pertains to faculty and staff in the four departments and the other units located in SCRF and PCN. As outlined in this parent plan, all staff will continue to work remotely. The four departments and other units located in SCRF and PCN will follow all the guidelines laid out in the parent plan.

The following Faculty of Education units will prepare their own safety plans:

1. **The School of Kinesiology** (KIN) will prepare an intermediate plan, which will include its own spatial analysis. KIN is also preparing a plan for community outreach programs such as Active Kids and BodyWorks, which are taught in Osborne Centre. All KIN courses for Winter Term 1 will be taught online. The KIN safety plan will address the KIN-operated spaces in these buildings: Chan Gunn Pavilion, Robert F. Osborne Centre, War Memorial Gym, Lower Mall Research Station, Medical Sciences Block C, Auditorium Annex, Ponderosa F and International Collaboration on Repair Discoveries (ICORD).

2. **The Teacher Education Office** will prepare a child plan outlining safety for teacher-candidates during practicum placements. Teacher candidates will not be certified if they do not participate in a school-based practicum.
3. The **Indigenous Teacher Education Program** (NITEP) will prepare a child plan outlining safety for NITEP teacher-candidates during practicum placements. NITEP teacher candidates will not be certified if they do not participate in a school-based practicum.

4. The **West Kootenay Teacher Education Program** (WKTEP) will prepare a child plan outlining safety for WKTEP teacher-candidates during practicum placements. WKTEP teacher candidates will not be certified if they do not participate in a school-based practicum.

5. The Early Childhood Education program (ECE) has arranged for its students to participate in online practicum placements for Winter Term 1. If they opt for in-person placements for Winter Term 2, a child plan will be prepared and submitted to the Dean for consideration.

6. The **Psychological Services & Counselling Training Centre** (PSCTC) is preparing a child plan that will involve graduate student trainees providing counselling services by electronic means, with supervision by a faculty member. The PSCTC space is organized such that the student and the supervising faculty member will be in different rooms. All safety protocols will be addressed.

We propose re-opening SCRF and PCN in two stages. Stage 1 allowed the phased resumption of on-campus research (see FoE Research Resumption Plan). Stage 2 allows for planned, scheduled and, limited access by faculty members to their individual offices for the purposes of instructional planning and scholarly work, with no more than 30% of faculty members accessing the buildings on any given day, assuming that physical distancing in common areas and transit corridors can be safely maintained. Stage 1 rolled out in July, and Stage 2 will commence in mid-August. If Stage 2 operates successfully, and if there is an additional need to provide access, the Faculty will initiate Stage 3, which will allow up to 60% of faculty to access the buildings on any given day.

The plan has been approved by the Dean and was reviewed by the Heads, Directors, and Leadership Designates (HDLD), the unit/departmental administrative managers, and the Faculty community comprising faculty, sessional faculty and staff. The Faculty's Joint Occupational Health and Safety Committee (JOHSC) also reviewed the plan on August 6th.

At present, as Stage 1 of reopening, the Faculty proposes to allow faculty members to access their office and research spaces within SCRF and the Education spaces in PCN. Faculty and potentially sessional faculty who will be teaching in September will also be permitted scheduled access to teaching spaces (e.g., labs) in order to teach methods courses online in the teacher education program. Faculty do not have access to appropriate spaces or equipment within their own homes to teach lab-based courses.

Stage 2 will permit 30% of faculty members, plus facilities staff. Administrative staff will continue working remotely. Unit administrative managers will create the access schedules. Based on preliminary information received, we anticipate being able to provide access to all faculty members who need access without exceeding the 30% limit.

Stage 3 will expand to permit 60% of faculty members access to the building.
For Winter Term 1, staff and the majority of faculty members will continue to work remotely. The safety plan will be updated as the University’s guidance on remote work arrangements change.

This document will be regularly reviewed and updated per mandated government and University requirements captured here: https://covid19.ubc.ca/.

Section #1 – Regulatory Context

2. Federal Guidance
The Faculty followed the following federal COVID-19 regulatory guidance in developing this plan:

- https://www.ccohs.ca/products/publications/covid19/

3. Provincial and Sector-Specific Guidance
The Faculty followed the following provincial COVID-19 regulatory guidance in developing this plan:

- BC’s Restart Plan: “Next Steps to move BC through the pandemic”
- Preventing COVID-19 in the Workplace
- COVID-19: A guide to reducing the risk
- BC COVID-19 Go-Forward Management Strategy
- https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/institution-resources-administration/aest_postsecoforwardguidelines.pdf

4. WorkSafeBC Guidance
The Faculty followed the following WorkSafeBC COVID-19 regulatory guidance in developing this plan:

- COVID-19 and returning to safe operation – Phase 2
5. UBC Guidance

UBC COVID-19 guidelines and protocols have been incorporated through this plan, including all best practices guidelines outlined by UBC Safety Risk Services. This plan will be regularly reviewed and updated per mandated government and University requirements (viewable here). The following will continue to guide all re-entry planning for the Faculty of Education:

- UBC Employee COVID-19 PPE Guidance
- Building Operations COVID-19 website - Service Level Information

6. Professional/Industry Associations

No industry-specific guidelines are prescribed.

Section #2 - Risk Assessment

As an employer, UBC has been working diligently to follow the guidance of federal and provincial authorities in implementing risk mitigation measures to keep the risk of exposure as low as reasonably achievable. This is most evident in the essential service areas that have remained open on campus to support the institution through these unprecedented times. These areas have been very active with respect to identifying and mitigating risks, and further re-evaluating the controls in place using the following risk assessment process.

Prior to opening or increasing staff levels:
Where your organization belongs to a sector that is permitted to open, but specific guidance as to activities under that sector are lacking, you can use the following risk assessment approach to determine activity level risk by identifying both your organization’s or activity’s contact intensity and contact number, as defined below:

1. What is the contact intensity in your setting pre-mitigation – the type of contact (close/distant) and duration of contact (brief/prolonged)?
2. What is the number of contacts in your setting – the number of people present in the setting at the same time? As a result of the mass gatherings order, over 50 will fall into the high risk.
One or more steps under the following controls can be taken to further reduce the risk, including:

- Physical distancing measures – measures to reduce the density of people
- Engineering controls – physical barriers (like Plexiglas or stanchions to delineate space) or increased ventilation
- Administrative controls – clear rules and guidelines
- Personal protective equipment – like the use of respiratory protection

### 7. Contact Density (proposed COVID-19 Operations)

Describe the type of contact (close/distant) and duration of the contact (brief/prolonged) under COVID operations - where do people congregate; what job tasks require close proximity; what surfaces are touched often; what tools, machinery, and equipment do people come into contact with during work.

| Stage 1 – Please see the FoE Resumption of Research plan for details. |
| Stage 2 — no students or staff* will be allowed in Education buildings. As we permit faculty to enter the buildings during Stage 2, we aim to ensure: low density, low proximity contact, and physical distancing. Shared areas such as kitchens will remain closed during Stage 2. Minimizing faculty contact is paramount. Stage 2 will ensure practices that support maximum physically distancing. Faculty members will occupy their single-occupant offices or being the sole instructor inside a lab. While faculty members may occupy offices along the same hallway, scheduling will ensure that they are not in adjacent spaces at the same time. Directional arrows in each hallway and stairwell will ensure that the chances of faculty members encountering each other remain low. |

*Facilities staff and administrative staff who retrieve mail need to be on site from time to time. Students who are working as research assistants or as sessional faculty will be onsite as needed.*

### 8. Contact Number (proposed COVID-19 Operations)

Describe the number of contacts in your proposed COVID-19 operational setting (# of people present in setting at same time)
We aim to have 30% of faculty in the building on any given day. SCRF houses two departments (EDCP = 42 faculty members and ECPS = 44 faculty members) on four floors of the SCRF office block. For Stage 2, each department will permit no more than 12 faculty members per day to be in the building, with no more than 6 per floor at any given time. This would be considered the low end of normal occupancy for the building. During Stage 3, each department will be permitted no more than 18 faculty members per day in the building, with no more than 9 per floor at any given time. This would be considered about 2/3 of normal occupancy. In pre-COVID-19 times, each department would be occupied by 7 staff members during regular business hours. No staff will be in the departments during our Stage 2 or Stage 3 reopening.

ECPS: Normal daily occupancy and phased re-occupancy

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EDCP: Normal daily occupancy and phased re-occupancy

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Our LLED and EDST faculty members share one floor on PCN, and for safety planning reasons will be considered one unit (n=70). For Stage 1, LLED and EDST combined will permit no more than 21 faculty members per day to be on the floor. This would be considered the low end of normal occupancy for the building. During Stage 3, the two departments combined will be permitted no more than 42 faculty members per day on the floor. This would be considered about 2/3 of normal occupancy. In pre-COVID times, each department would be occupied by 7 staff members during regular business hours. No staff will be in the departments during our Stage 2 or Stage 3 reopening.

Department heads for LLED and EDST have single-occupant offices on the main floor of PCN. That floor also houses a communal kitchen, which will remain closed during Stages 2 and 3, and a communal mailroom. Unit-level safety plans (if needed) for LLED and EDST will address safe sorting of mail and retrieval of mail by individual faculty members.

LLED and EDST: Normal daily occupancy and phased re-occupancy

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Other units in SCRF:
UBC IT plans to have a Desktop Services Support Analyst (SA) work from the SCRF IT office, room 1011, on Mondays, Tuesdays and Thursday. Depending on client requests, a SA may go to SCRF 1011 on Wednesdays and Fridays as well. There may also be occasions where a second SA will be required to go onsite. SCRF 1011 is big enough to accommodate two SAs working at 2 metres apart, as required by COVID-19 safety precautions.

UBC Studios is planning limited on-campus activities during W1. Central IT will be submitting a Safety Plan for operations in SCRF room 001.

Other units not in SCRF or PCN:
The Faculty’s Indigenous Teacher Education Program (NITEP) is presently housed in swing space (Ponderosa F). NITEP will submit a “child” plan for their unit.
The School of Kinesiology is housed in 8 buildings (outlined on Page 1 of this plan) and will submit an intermediate plan for their unit.

9. Employee Input/Involvement
Detail how you have met the MANDATORY requirement to involve frontline workers, Joint Occupational Health and Safety Committees, and Supervisors in identifying risks and protocols as part of this plan

The draft plan was presented to the Dean on July 17. The draft was presented for feedback at a Zoom meeting of Heads, Directors, and Leadership Designates (HLD) on July 21 and at a Zoom meeting for Faculty administrative managers on July 22. The draft plan was presented at a Zoom town hall session for tenured and tenure stream faculty on July 29 for discussion and feedback. The JOHSC reviewed the plan on August 6. The plan was also made available on the Faculty of Education website at https://educ.ubc.ca/covid-19-safety-plans/. The July 27 issue of the Faculty newsletter informed faculty members and staff that the draft plan was available, and invited feedback via a Qualtrics survey. All feedback informed the final draft.

Staff were informed at a staff town hall on June 26 that there is no plan for them to resume on-campus work until the University issues direction to do so. As noted on Page 4 of this plan, Facilities staff and administrative staff dealing with mail may be on site from time to time.

10. Worker Health
Detail how all Supervisors have been notified on appropriate Workplace Health measures and support available and how they will communicate these to employees

All Faculty of Education staff and faculty members receive a weekly, general newsletter and a weekly COVID-19 update authored by the Dean. Since July 20th, the general newsletter has included a special section on COVID-19 safety planning. On June 20th, the newsletter outlined the workplace health measures and supports available to those working on campus and remotely. The Dean’s updates (issued daily in March and April, and now issued weekly) focus specifically on COVID-19-related information, with a special focus on mental health and wellness. An archive of the bulletins may be found here.
In addition to the two newsletters, the Faculty will include relevant information on the Faculty of Education homepage (www.educ.ubc.ca) and on the Faculty’s digital signage system, which will be visible to occupants the buildings. Unit administrative managers will reinforce the information in their unit-level email communications.

Supervisors are encouraged to disseminate information from UBC Wellbeing: https://wellbeing.ubc.ca/

11. Plan Publication
Describe how you will publish your plan ONLINE and post in HARD COPY at your workplace for employees and for others that may need to attend site.

The final plan will be posted on the Faculty of Education’s COVID-19 website at https://educ.ubc.ca/covid-19/ and will also be available on the Faculty’s Health and Safety Board in hardcopy. At all ingress points into SCRF and as permitted in PCN, a moveable bulletin board will feature a hard copy of the plan.

Section #3 – Hazard Elimination or Physical Distancing
Coronavirus is transmitted through contaminated droplets that are spread by coughing or sneezing, or by contact with contaminated hands, surfaces or objects. UBC’s goal is to minimize COVID-19 transmission by following the safety hierarchy of controls in eliminating this risk, as below.

The following general practices shall be applied for all UBC buildings and workspaces:

- Where possible, workers are instructed to work from home.
- Anybody who has travelled internationally, been in contact with a clinically confirmed case of COVID-19 or is experiencing “flu like” symptoms must stay at home.
• All staff are aware that they must maintain a physical distance of at least 2 meters from each other at all times
• Do not touch your eyes/nose/mouth with unwashed hands
• When you sneeze or cough, cover your mouth and nose with a disposable tissue or the crease of your elbow, and then wash your hands
• All staff are aware of proper handwashing and sanitizing procedures for their workspace
• Supervisors and managers must ensure large events/gatherings (> 50 people in a single space) are avoided
• Management must ensure that all workers have access to dedicated onsite supervision at all times.
• All staff wearing non-medical masks are aware of the risks and limitations of the face covering they have chosen to wear or have been provided to protect against the transmission of COVID-19. See SRS website for further information.

12. Work from Home/Remote Work
Detail how/which workers can/will continue to work from home (WFH); this is required where it is feasible

All Faculty of Education staff will continue to work remotely until otherwise directed by the University. Exceptions include our Facilities staff, who will work in the buildings on an as-needed basis but no more than two days per week, for the purposes of general building inspections and sorting & delivery of mail. One administrative staff member per unit will enter the buildings once per week to retrieve mail.

Faculty members who do not have suitable work arrangements at home or who have childcare or elder care responsibilities that prevent them from working productively at home may request permission to work in their offices. Access will be scheduled by unit administrative managers to manage the number of people per floor and per department. In-person graduate student supervision, meetings, in-person interactions with students, and visitors to the building will continue to be prohibited during Stages 2 and 3 of the building reopening plan.

13. Work Schedule Changes/Creation of Work Pods or Crews or Cohorts
For those required/wanting to resume work at UBC, detail how you are able to rescheduling of workers (e.g. shifted start/end times) in order to limit contact intensity; describe how you may group employees semi-permanently to limit exposure, where necessary

Faculty who choose to work in their offices will be permitted to do so twice per week, with access scheduled by unit administrative managers. All faculty offices in SCRF and PCN are private, so there will be no shared spaces. All meeting rooms, lounges, kitchens/coffee rooms will remain closed and locked for Stages 2 and 3. Open (non-lockable) areas that have a shared coffee maker or microwave will be signed to indicate that users must use a no-touch tool (supplied by the Faculty) and use sanitizing wipes (supplied by the Faculty) to sanitize the equipment for the next user. Limited access to washrooms will be provided, as specified in the spatial analysis documentation (see appendix).
14. Spatial Analysis: Occupancy limits, floor space, and traffic flows
Describe or use UBC building keyplans (or do both, where appropriate) to identify and list the rooms and maximum occupancy for each workspace/area, explaining your methodology for determining occupancy.

The following protocols will be applied throughout SCRF and PCN. Key plans are attached (see appendix) to outline some of these requirements for restricted areas, including anticipated COVID-19 occupancy for each space. Building Operations has been alerted to our target building reopening date.

Social Distancing
Those entering the building are reminded to always maintain a distance of 2 metres (6 feet) between persons. This applies regardless of whether the occupant is in an office, or any common or open space. All onsite activities must meet this distancing requirement.

Building Entrances
During Stages 2 and 3, SCRF and PCN will remain locked. Faculty and staff who have requested scheduled access to enter either building will need to use their UBC cards for entry, thus ensuring the Faculty of Education can comply with requests for contact tracing information.

To allow for safe ingress and egress, ground floor doors in SCRF will be designated as entrance or exit doors. Doors with card readers will be signed as entry doors only. Non-card reader doors that are situated more than two metres away from entry doors will be designated as exit doors. Doors that are fitted with push-button openers will be signed as available for ingress and egress for only those people who require that level of assistance. All other traffic will be routed through regular doors. These measures will support managing directional flows to assist with physical distancing measures.

As Education does not manage ingress and egress in PCN, we will abide by the directives established by Student Housing and Community Services.

Those accessing the buildings are reminded not to allow others to enter. Everyone entering SCRF or PCN must present their card to the reader, to ensure clear records about who accessed the building.

Elevators
The SCRF Building office block elevator has a maximum occupancy of two persons per car. The classroom block elevator has maximum occupancy of one person. Signage has been placed on each floor to indicate these limits. Wherever possible, elevator usage should be prioritized for those with accessibility needs, or those transporting materials, in order to prevent bottlenecks in the building. Occupants are not under any circumstances to exceed the maximum elevator occupancy.
As the Faculty of Education does not manage elevators in PCN, we will abide by the directives established by Student Housing and Community Services.

**Washrooms**

Signage will indicate the maximum occupancy per washroom, which will target 50% of the number of sinks in each area. The keyplan diagrams in the appendix indicate maximum occupancy of each washroom. All washroom doors giving onto a corridor will remain propped open. Washrooms in the SCRF classroom block, which does not house faculty offices, will be closed.

Building Operations custodial staff will ensure all soap dispensers are full, and water flow is sufficient to meet hand hygiene protocols. Building Operations will also de-activate the hand air dryers in the washrooms.

As Education does not manage washrooms in PCN, we will abide by the directives established by Student Housing and Community Services.

**Hand Sanitizer Stations**

There are currently five hand sanitizer stations located on the ground floor of SCRF, and custodial staff will ensure they are consistently refilled.

**Stairwells**

To meet density, occupancy, and physical distancing protocols, SCRF office block stairwells will be designated designated “Up Only” or “Down Only” as necessary. Occupants are only to travel in stairwells in the designated direction. Stairwell directional information is included in the building floor maps (see appendix) and signage will be organized to clearly convey directional intentions.

SCRF stairwells between the office block and the lecture block, and between the lecture block and the classroom block, are wide enough to accommodate traffic in both directions. Safety tape will be employed to create a division down the centre of each stairwell. Directional arrows on the floor and adjacent informational signage will indicate the flow of traffic.

As the Faculty of Education does not manage stairwells in PCN, we will abide by the directives established by Student Housing and Community Services.

**Mailrooms**

The mailrooms in SCRF and PCN will have a strict 1-person maximum occupancy requirement due to the enclosed nature of the space. The mailroom door will be propped open to minimize the need to touch the door handle. Unit administrative managers will determine protocols for scheduled mail retrieval for faculty working in the buildings.

**Classrooms**
Classrooms will remain closed for both teaching and meeting purposes. Exceptions: some of our lab spaces will be available for faculty members to teach lab courses online (e.g., science methods courses that require a lab for demonstration purposes).

**Meeting Rooms**
All meeting rooms in SCRF and PCN will remain closed and locked.

**Lounges, Kitchens and Study Areas (SCRF foyer)**
All lounges, kitchens and study areas in SCRF and PCN will remain closed to minimize congregation and contamination. Signage will be appropriately placed to indicate this. Faculty are encouraged to bring food that is properly contained and ready to eat, without needing refrigeration, heating, or other preparation in common kitchens.

The vending machines located in the basement of SCRF will remain active. Signs will indicate that users must use a no-touch tool (provided by the Faculty) to operate the machines and must wipe down surfaces with a sanitizing wipe.

**Research Centres, Research Commons and Ancillary Centres**
Research centres, research commons and ancillary centres will remain closed during Stages 2 and 3 unless formal approvals are obtained under the Research Resumption Plan.

**Individual Faculty Offices**
Based on our overall occupancy schedule, faculty members coming onsite will undertake mandatory training as required by these protocols, and noted above. For onsite faculty members, it is recommended that doors be kept open as much as possible to minimize the need to touch door handles. While the custodial staff will clean each office, they will not be able to sanitize all surfaces. Faculty members are reminded to keep their surfaces clean.

**Access Times**
Because custodial staff work during evening hours, faculty members are permitted scheduled access during regular office hours only (8:30 am to 4:30 pm, Monday to Friday). No access is permitted on weekends, before or after regular hours, or on statutory holidays.

**Library**
The Education Library will remain closed, but will continue to provide access to electronic resources, online librarian support and is now offering an on-campus materials pick-up service

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15. **Accommodations to maintain 2 metre distance**
Please detail what accommodations/changes you have made to ensure employees can successfully follow the rule of distancing at least 2 metres from another employee while working.
Many specific details are outlined above. Our gradual re-entry occupancy plans control for a maximum of 30% of faculty members occupying the space on any given day during Stage 2. We will continue to review and revise this protocol as necessary.

Visitors and students are prohibited from entering the building. Staff will continue working remotely (with the exception of the staff noted above, who will continue to access the building for mail retrieval and sorting and for general walk-arounds of the building).

16. Transportation
Detail how you are able to (or not) apply UBC’s COVID-19 vehicle usage guidelines to the proposed operational model - if you cannot apply these guidelines, please describe alternative control measures

COVID-19 guidance on UBC vehicle use has been reviewed. The Faculty owns only one vehicle, the use of which is not essential to the functioning of the Faculty. During Stage 2 of our reopening plan, one Faculty driver at a time will be permitted to use the van, provided they follow a strict cleaning protocol, e.g., wiping down the interior, steering wheel, door handles etc., with Clorox and adhering to the Guidance Document “UBC Employees COVID-19 Use of Shared UBC Vehicles.”

17. Worker Screening
Describe how you will screen workers: 1) exhibiting symptoms of the common cold, influenza or gastrointestinal; 2) to ensure self-isolation if returning to Canada from international travel; and 3) to ensure self-isolation if clinical or confirmed COVID-19 case in household or as medically advised

Signage for individual self-screening will be placed on all ingress doors. The language and requirements will adhere to templates coming from the Province, and UBC Safety Risk Services.

Self-Monitoring
All persons are required to monitor their health to ensure that they are not endangering the community by entering the building if they are showing signs of a cold or any symptoms of COVID-19 inclusive of but not limited to: fever, chills, new or worsening cough, shortness of breath, new muscle aches or headache, or sore throat. It is imperative that anyone experiencing such symptoms, whether due to a cold or otherwise, not enter the building. This is a significant and mandatory, change from how most of us thought about our health prior to the pandemic. This requirement will be communicated on our Faculty of Education’s COVID-19 page: educ.ubc.ca/covid-19/.

- Individuals displaying symptoms of COVID-19 (described above) must remain at home and isolated until they have been confirmed COVID-free by testing or have been symptom free for the length of time recommended by the BCCDC. Personnel who have been in contact with a person confirmed or presumed to have COVID-19 must also self-isolate as per provincial health guidelines.
- Personnel will be referred to the BC Health Self-Assessment Tool to determine if they require testing and/or medical care.
- Anyone returning from outside of Canada must follow the directions of the quarantine act, which specifies 14 days of self-isolation, regardless of whether or not they are experiencing COVID-19 symptoms.
- Every front and back entry door signage for both workers or visitors/guests that prohibits entry if any of the above 3 criteria apply. WorkSafeBC provides such signage, as below:
  a. WorkSafeBC: Entry Check for Workers
  b. WorkSafeBC: Entry Check for Visitors
Workers will be encouraged to use the Thrive BC Self-Assessment Tool to monitor themselves for symptoms of COVID19 or other concerns prior to work attendance. OPH programs and services remain available to all staff, faculty, and paid students who have questions or concerns about their personal health as related to safety in the workplace, including questions around COVID-19.

18. Prohibited Worker Tracking
Describe how you will track and communicate with workers who meet categories above for worker screenings

UBC’s Personal Absence Tracker (PAT) will be utilized to track any workers who cannot attend work due to one or more of the three categories of restriction (as defined by WorkSafeBC).

The guidance of the Provincial Health Officer and the BC Centre for Disease Control (BC CDC) around self-isolation will apply to all members of the Faculty of Education community:

- anyone who has had symptoms of COVID-19 in the last 10 days must self-isolate at home; symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat and new muscle aches or headache.
- anyone under the direction of the Provincial Health Officer to self-isolate must follow those instructions.
- anyone who has arrived from outside of Canada must self-isolate for 14 days and monitor for symptoms.

All those who are accessing the buildings should download the CanadaCovid app on their smartphones, in order for them to have access to up-to-date information about COVID-19, as well as helpful resources and a daily check-in symptom tracker.

If a Faculty of Education employee (whether faculty or staff) starts to feel ill while on campus, they should:

1) contact UBC First Aid on the Point Grey Campus by calling 604-822-4444 or 2-4444 (UBC landlines). Mobile first aid attendants will be dispatched to your campus location
2) UBC First Aid will assess you to determine the best course of action which could include sending you home or seeing additional medical attention as required.

Section #4 – Engineering Controls

19. Cleaning and Hygiene
Detail your cleaning and hygiene plan, including identification for hand-washing stations and the cleaning regimen required to be completed by your departmental staff (i.e. non-Building Operations) for common areas/surfaces
Cleaning of SCRF and PCN is centralized through UBC Building Operations. Custodial standards will follow industry best practice as outlined here: Building Operations COVID-19 website. UBC Custodial staff have already been made aware of our plan for resumed, limited occupation, and are working on sourcing cleaning supplies through the Procurement Team: critical.supply@ubc.ca

Personal desktops and items will not be cleaned by custodial staff and individuals are asked to maintain a clean workplace by disinfecting any shared areas or equipment before and after use as well as when visibly soiled.

As part of UBC Building Operations and Custodial planning, SCRF and PCN will receive regular cleaning in compliance with COVID-19 safety and health protocols.

### 20. Equipment Removal/Sanitation
Detail your appropriate removal of unnecessary tools/equipment/access to areas and/or adequate sanitation for items that must be shared that may elevate risk of transmission, such as coffee makers, kettles, shared dishes and utensils

During Stages 2 and 3, kitchens, lounges, meeting rooms, classrooms, and other common areas will be closed. Machines (e.g., vending machines, photocopiers) are to be touched with the Faculty-supplied no-touch tools and wiped down with sanitizing wipes, and will be signed appropriately.

### 21. Partitions or Plexiglass Installation
Describe any inclusion of physical barriers to be used at public-facing or point-of-service areas

N/A

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**Section #5 – Administrative Controls**

### 22. Communication Strategy for Employees
Describe how you have or will communicate the risk of exposure to COVID-19 in the workplace to your employee, the conduct expectations for the employee's physical return to work around personal hygiene (including use of non-medical masks), the familiarization to contents of this plan, including how employees may raise concerns and how you will address these, and how you will document all of this information exchange

**Expectations for Returning Employees**
Unit administrative managers will ensure that faculty members planning to work in the building have successfully completed UBC’s mandatory safety training, “Preventing COVID-19 Infection in the Workplace” the Faculty of Education’s mandatory safety plan training (currently in development), and have reviewed and agreed to comply with the policies and procedures outlined in the safety plan.

**Communication**
As outlined extensively above, the Office of the Dean, unit administrative managers, and JOHSC will all serve points of contact for regular communication on safety plans for returning faculty. Information will be shared regularly through the Faculty newsletter, the Dean’s weekly bulletin, digital signage within the buildings, as well as on the Faculty of Education’s COVID-19 webpage.

**Raising Concerns**
Concerns can be raised back through unit administrative managers, the Office of the Dean, or JOHSC. All concerns will be received, shared among all the people identified above (unit administrative managers, the Office of the Dean, and JOHSC), reviewed and addressed following WorkSafe BC and UBC HR requirements to support staff. UBC HR processes and support mechanisms are outlined here.

**Compliance**

In accordance with University and Work Safe BC protocols, compliance with these COVID-19 protocols is mandatory for individuals entering SCRF and PCN.

**Review**

This document will also be regularly reviewed and updated per mandated government and University requirements captured here.

### 23. Training Strategy for Employees

Detail how you will mandate, track and confirm that all employees successfully complete the Preventing COVID-19 Infection in the Workplace online training; further detail how you will confirm employee orientation to your specific safety plan.

All employees planning building access are required to complete UBC’s “Preventing COVID-19 Infection in the Workplace: online training module. All employees planning building access are also required to complete the Faculty of Education’s COVID-19 Safety Plan online safety training module. Administrative managers will be responsible for tracking and logging employee completion before scheduling building access.

### 24. Signage

Detail the type of signage you will utilize and how it will be placed (e.g. floor decals denoting one-way walkways and doors)

The Faculty of Education will utilize the signage from the Safety & Risk Services COVID-19 website, the WorkSafeBC’s COVID-19 – Resources website, and from Building Operations regarding approved floor tape and decals. UBC’s signage templates have been downloaded and are currently being printed. Distribution and installation plans are indicated on the keyplan diagrams in the appendix. Floor tape and floor decals have been received and are currently being deployed.

### 25. Emergency Procedures

Recognizing limitations on staffing that may affect execution of emergency procedures, detail your strategy to amend your emergency response plan procedures during COVID-19. Also describe your approach to handling potential COVID-19 incidents.

**Amending the Building Emergency Response Plan (BERP)**

The Neville Scarfe Building BERP will be updated with the BERP Amendment and will specify that floor wardens are to be assigned as per our unit-level occupancy schedule. Temporary floor wardens will be assigned during Stages 2 and 3. All assigned floor wardens will undergo online floor warden training. Unit level administrative managers will ensure there is one trained floor warden on each floor on each day of occupancy.

Unit administrative managers in PCN will follow the same procedures in their units.
Suspected COVID-19 Cases
Individuals presenting COVID-19-like symptoms are directed to call UBC First Aid at 2-4444. Individuals who have difficulty breathing should immediately call 9-1-1 or the local emergency number (in BC this is 8-1-1) Suspected positive incidents are to be reported to the unit administrative manager who will document the information in CAIRS and email ready.ubc@ubc.ca.

People who are unsure about what they should do will be directed to the BC Self-Assessment Tool. OPH programs and services remain available to all staff, faculty, and paid students who have questions or concerns about their health and safety in the workplace, including questions around COVID-19.

Suspected positive incidents or exposure concerns are to be reported to the supervisor. Employees are advised that COVID-19 exposure information can be found on the SRS webpage.

Describe how monitor your workplace and update your plans as needed; detail how employees can raise safety concerns (e.g. via the JOHSC or Supervisor) - plan must remain valid and updated for next 12-18 months.

This plan will be regularly reviewed and updated per mandated government and University requirements captured here: https://covid19.ubc.ca/. As noted above, concerns can be raised through administrative managers, through JOHSC, or by contacting the Director of Administration and Communications.

27. Addressing Risks from Previous Closure
Describe how you will address the following since the closure: staff changes/turnover; worker roles change; any new necessary training (e.g. new protocols); and training on new equipment.

Where staff are asked to take on new roles or responsibilities, there must be documented training for these new tasks. No training on equipment is anticipated.

Section #6 – Personal Protective Equipment (PPE)

28. Personal Protective Equipment
Describe what appropriate PPE you will utilize and how you will/continue to procure the PPE.

The majority of the Faculty’s work does not require PPE. Where COVID-19-specific PPE may be required, the supervisor will do a PPE risk assessment in accordance with UBC guidance on COVID-19 PPE using the UBC Ordering Critical Personal Protective Equipment.

Section #7 - Acknowledgement

29. Acknowledgement
Plan must demonstrate approval by Administrative Head of Unit, confirming: 1) the Safety Plan will be shared with staff and how; 2) staff will acknowledged receipt and will comply with the Safety Plan.
I acknowledge that this Safety Plan has been shared with faculty and staff through email and will be made available as a shared document. Staff can either provide a signature or email confirmation that they have received, read and understood the contents of the plan.

<table>
<thead>
<tr>
<th>Date</th>
<th>Name (Manager or Supervisor)</th>
<th>Title</th>
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</thead>
</table>

**Faculty and Staff Occupying Workspace**

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<tr>
<th>Name</th>
<th>Email</th>
<th>Confirmation of Understanding</th>
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Appendix

Please attach any maps, pictures, departmental policies or risk assessments applicable UBC Guidance documents, where necessary, and other regulatory requirements referred to in document.
<table>
<thead>
<tr>
<th>Signage</th>
<th>Scarfe Classroom Block (SCB)</th>
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<td>Scarfe Lecture Block (SLeB)</td>
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<td>Scarfe Office Block (SOB)</td>
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<td>Location</td>
<td>Ponderosa Commons (PCOH)</td>
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<tr>
<td>Install</td>
<td>Cork Boards, Digital Signage, Entrances to Building</td>
<td>Tape (walls), push pins/ staples</td>
<td>Tape (walls), push pins/ staples</td>
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<td>Washrooms</td>
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<td>Card Access Doors, non-entrance doors</td>
<td>Stairwells, Hallways</td>
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<td>Washrooms, Doors beside card access doors</td>
<td>vending machines, doors, elevators, photocopiers,</td>
<td>Card Access Doors, SLiB Entrance</td>
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<td>Tape (walls, mirrors)</td>
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<td>Tape (doors)</td>
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<tr>
<th><strong>Stairwells</strong></th>
<th><strong>Elevators, Washrooms</strong></th>
<th><strong>Cork Boards, Digital Signage, Entrances to Building</strong></th>
<th><strong>Cork Boards, Digital Signage, Entrances to Building</strong></th>
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</thead>
<tbody>
<tr>
<td>Tape (floor, railings)</td>
<td>Tape (floor, railings)</td>
<td>Floor decal</td>
<td>Floor decal</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Items</strong></th>
<th>8x single-sided (PCOH)</th>
<th>8x single-sided (SLeB)</th>
<th>8x single-sided (SCB)</th>
<th>6x single-sided (SOB)</th>
<th>8x single-sided (PCOH)</th>
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<th>8x single-sided (SCB)</th>
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<tbody>
<tr>
<td>6x (PCOH)</td>
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<td>48x SOB</td>
<td>14x SCB</td>
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<td>3x SLeB</td>
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| **Dimensions** | 8.5x11 | 8.5x11 | N/A   | N/A   | 11x17 | 11x17 | 11x17 |
Circled is the Faculty of Education Research & Learning.
Plan 1.1
Ponderosa Commons Level 3 - Faculty of Education
Faculty member offices (remainder of EDST offices see plan 1.0)